

Idaho State AFL-CIO

2015



Idaho JATC
Apprenticeship Programs

IDAHO APPRENTICESHIP OVERVIEW

APPRENTICESHIP OVERVIEW APPRENTICESHIP QUALIFICATIONS CHARTS

***Union Workers
Have Better Health Care Benefits***



***The Union Difference
Union Advantage by the Numbers***



Workers' Average Days of Paid Vacation



UNION CONSTRUCTION APPRENTICESHIP PROGRAMS

***Southwestern Idaho
Southeastern Idaho
Northern Idaho***



Prepared by:

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*Equal Opportunity Employer/Program
Auxiliary Aids and Services Available Upon Request to Individuals with Disabilities
TDD/TTY through Idaho Relay Service 1-800-337-3529*

APPRENTICESHIP

Registered Apprenticeship programs meet the skilled workforce needs of American industry, training millions of qualified individuals for lifelong careers since 1937. Registered Apprenticeship helps mobilize America's workforce with **structured, on-the-job learning** in traditional industries such as construction and manufacturing, as well as new emerging industries such as health care, information technology, energy, telecommunications and more. Registered Apprenticeship connects job seekers looking to learn new skills with employers looking for qualified workers, resulting in a workforce with industry-driven training and employers with a competitive edge.

Apprentices earn **competitive wages**, a **paycheck from day one** and **guaranteed incremental raises** as skill levels increase. Apprentices also complete a combination of industry-specific classroom education and hands-on career training leading to nationally recognized certifications.

The length of an apprenticeship program depends on the complexity of the occupation and the type of program. Apprenticeship programs range from 1 year to 6 years, but the **majority are 4 years in length**. During the program, the apprentice receives both structured, on-the-job learning (OJL) and related classroom instruction (RTI). For each year of the apprenticeship, the apprentice will receive normally 2,000 hours of on-the-job training and a recommended minimum of 144 hours of related classroom instruction.

Registered Apprenticeship *(a critical postsecondary education, training, and employment option available in every state in the country)* is business and industry driven. It encompasses more than 29,000 programs impacting 250,000 employers and almost 450,000 apprentices *(predominantly in high-growth industries that face critical skilled worker shortages now and in the foreseeable future)*. Nationwide, there are registered apprenticeship programs for over 1,000 occupations and that number continually grows.

Registered Apprenticeship program sponsors *(employers, employer associations and labor management organizations)* vary from small, privately owned businesses to national employer and industry associations.

Program sponsors identify the minimum qualifications to apply into their apprenticeship program. The eligible starting age can be no less than 16 years of age; however, *individuals must usually be 18 to be an apprentice in hazardous occupations*. Program sponsors may also identify additional minimum qualifications and credentials to apply, e.g., education, ability to physically perform the essential functions of the occupation, proof of age. All applicants are required to meet the minimum qualifications. Based on the selection method utilized by the sponsor, additional qualification standards, such as fair aptitude tests and interviews, school grades, and previous work experience may be identified.

APPRENTICE QUALIFICATIONS

All apprenticeship programs differ in their requirements, but will generally cover the following factors:

Age	Eighteen (18) years of age – or older
Education	High school graduate, or have a G.E.D. Clear understanding of reading, writing and math Algebra or geometry may be needed in some trades
Aptitude	Trade-specific tests are common Standard reading, writing and math tests are given
Physical	Must be able to perform the work of the trade (<i>doctor's evaluation may be required</i>) Must have a current and valid driver's license Must be able to pass a drug screening test

Idaho registered apprenticeship programs are **Equal Opportunity Programs** - all applicants will be treated equally without regards to:

Race * Religion * Color * Sex * National Origin

After the interview by the employer/committee, the applicants will be rated regarding their interest, motivation, ambition, experience and knowledge of the trade. Due to the competition for apprenticeship openings, those who have the highest rating are the ones selected for the program. *Again*, having attended high school courses such as drafting, CAD, welding, shop, algebra, geometry, etc. will be beneficial to you during this process.

For general information about apprenticeship programs, please contact:

Jason Hudson, Labor Liaison
Idaho Workers Opportunity Network, *AFL-CIO*
225 N. 16th Street
Boise, ID 83702
(208) 321-4825

U.S. Department of Labor
Office of Apprenticeship
1387 S. Vinnell Way, #110
Boise, ID 83709
(208) 321-2973
<http://oa.doleta.gov>

APPRENTICE QUALIFICATIONS

Employer Sponsored – Non Union

- The employer administers/operates the program
- Applicant must apply for the apprenticeship program from each individual employer
- Many times, tuition/books for the coursework is at the apprentice's expense
 - **Scholarships/student loans may be needed**
- No union representation for the workers' interests/needs

Joint Apprenticeship Training Committee (JATC) Sponsored – Union

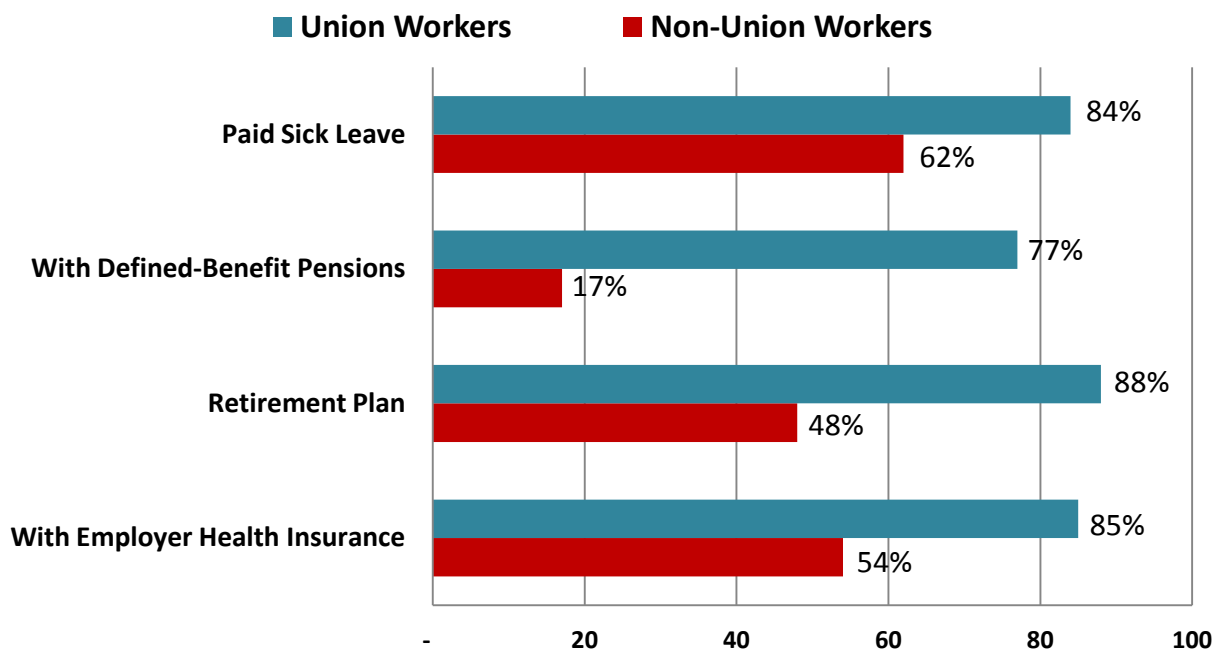
- Both employer management and union members form a committee – *Joint Apprenticeship Training Committee (JATC)*
- The JATC administers/operates the program, selects the apprentices and places apprentices with union employers
 - Employers have a contract with the union to provide certain wages, quality benefits and safe working conditions for apprentices
- JATC programs are self funded – union & employers fund the program
 - **NO tax payer's dollars**
 - Most Idaho **union** programs do **NOT** require **tuition fees**
 - Most Idaho **union** programs do **NOT** require **book fees**
 - Most Idaho **union** programs do **NOT** require **tool fees**
 - **NO STUDENT LOANS NEEDED FOR A UNION PROGRAM**
- Union programs produce educated, experienced and safer journeymen
- Applicants apply for the union apprenticeship program **through the JATC only** (*the union JATC office will place apprentices with various union contractors for the on-the-job (OJT) training*).
 - When union contractors need apprentices on their jobsite, they call the JATC office. An apprentice is then dispatched from the JATC ranked applicant list.
 - One JATC may place an apprentice with several different contractors throughout their program period to ensure they receive all the required experience/training needed to complete their program
- Union **does** represent the workers' interests/needs

An apprentice's beginning wage varies from one apprenticeship program to another (40 – 65%) of the journeyman's wage (*union average for Idaho is 55%*).

Idaho union apprenticeship programs offer employer-provided health insurance, paid vacation/sick time and retirement pension plans for their apprentices/journeymen (and most offer health benefits for the entire family).



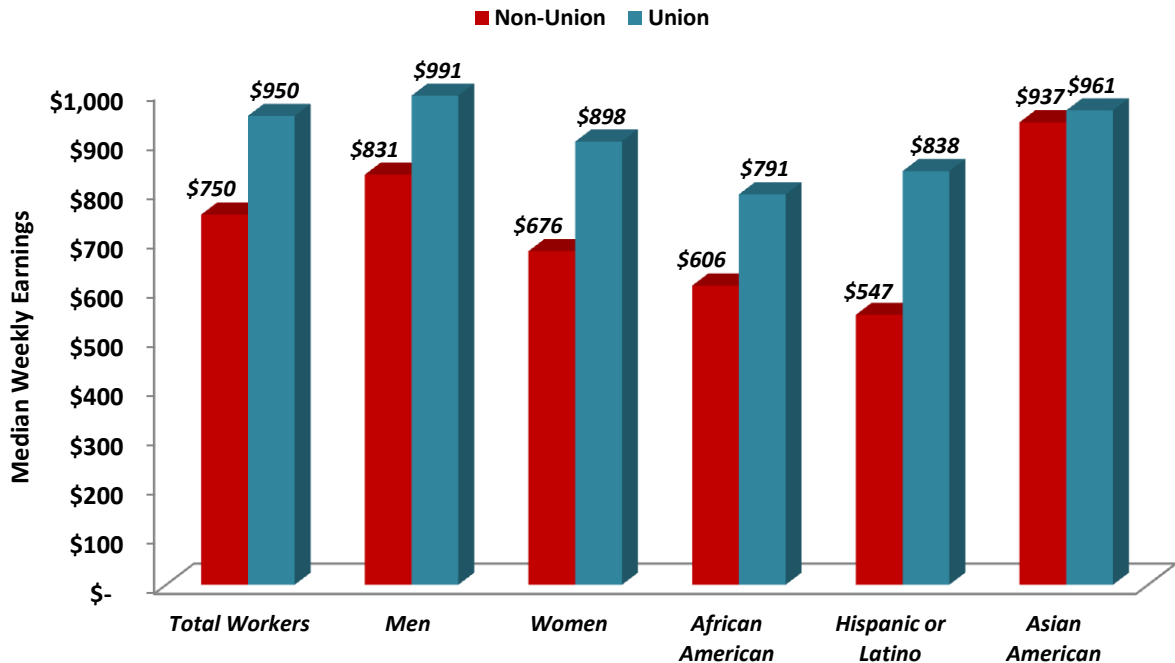
UNION WORKERS HAVE BETTER HEALTH CARE & PENSIONS - 2013



Source: BLS, Employee Benefits Survey, Employee Benefits in the United States, Sept. 2012, Tables 2 & 9, and March 2013, Table 6.

THE UNION DIFFERENCE

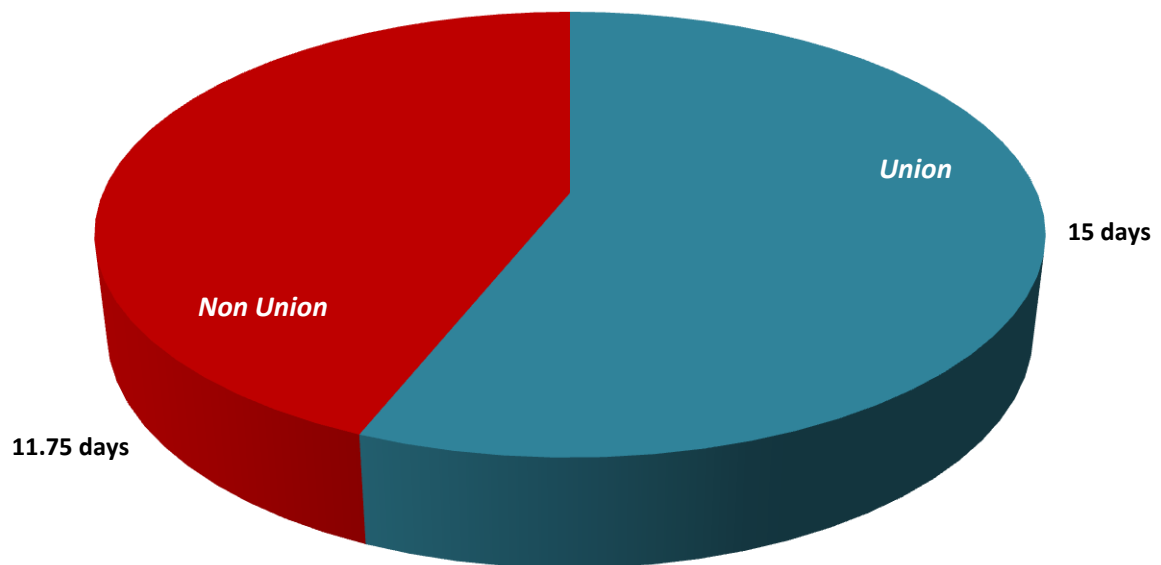
Union Advantage by the Numbers, 2013



Sources: U.S. DOL, BLS, "Union Members - 2013." January 2014, Table 2

WORKERS' AVERAGE DAYS OF PAID VACATION

Union Advantage by the Numbers



Sources: US DOL, Bureau of Labor Statistics, Union Members in 2008, Jan. 28 2009; US DOL, BLS, National Compensation Survey: Employee Benefits in Private Industry in the US, Mar 2008, Aug 2008; Economic Policy Institute; Employee Benefits Research Institute, May 2005.

SOUTHWESTERN IDAHO UNION APPRENTICESHIP ORGANIZATIONS

The following list contains names of organizations that are responsible for apprenticeship programs for specific occupations in Southwestern Idaho. If these organizations do not have apprenticeship openings, contact the Bureau of Apprenticeship and Training at (208) 321-2972 for other possibilities.

Western States Operating Engineers

Institute of Training

– IUOE Local 370

P.O. Box 210, Spangle, WA 99031-0210

(509) 235-9393 www.iuoe370.org

OCCUPATIONS: Heavy Duty Mechanics
Heavy Equip Operators, Surveyor Assistants

SW/Central Idaho Sheet Metal Trust JATC

– SMW Local 55

5682 W. Albatros Street, Boise, ID 83705

(208) 362-5303

OCCUPATIONS: Sheet Metal Workers

South Idaho Ironworkers JATC

– Local 732

1700 N. Harrison, Pocatello, ID 83201

P.O. Box 220, Pocatello, ID 83204

208-339-6383 www.iw732.org

OCCUPATIONS: Iron Workers

Int'l. Union of Elevator Constructors JATC

– IUEC Local 38

139 South 1400 West, Salt Lake City, UT 84104

(801) 467-1051

OCCUPATIONS: Install, Maintain & Repair
Elevators, Escalators,
Walking Sidewalks

Southwest Idaho Electrical JATC

– IBEW Local 291

121 East 34th Street, Garden City, ID 83714

(208) 384-0538

OCCUPATIONS: Inside Electricians

Southwest Idaho Plumbers and Pipefitters JATC – UA Local 296

575 North Ralstin, Meridian, ID 83642

(208) 288-1296

OCCUPATIONS: Plumbers / Pipefitters

OR–S.W. Washington Cement Masons JATC

– OPCMIA Local 629

12812 N.E. Marx St., Portland, OR 97230

(503) 408-8555 (*JATC – Portland*)

(208) 241-8949 (Local 629 - East Idaho)

OCCUPATIONS: Cement Masons

Oregon – SW Washington Plasters JATC

– OPCMIA Local 629

12812 N.E. Marx St., Portland, OR 97230

(503) 232-3257 (*JATC – Portland*)

(208) 241-8949 (Local 629 - East Idaho)

OCCUPATIONS: Plasterers

Inland Empire Roofers & Employers JATC

– Roofers Local 189

315 W. Mission Avenue, #24

Spokane, WA

(509) 327-2322 [no website](#)

OCCUPATIONS: Roofing & Waterproofing



International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers

Contact Travis Woolsey

208-339-6383

Email: traviswol@cableone.net

What is an Apprentice?

An apprentice is a training-level employee who works in the building and construction trades while also attending classes to learn industry skills and safety techniques. Wages for an apprentice increase over the course of this training, which lasts from two to five years depending on the trade. An apprentice who graduates to journey-person is recognized as a well-qualified worker who can command the best wages and benefits.

Ironworker Sectors

• **Structural Ironworkers**

- Unload, erect and connect fabricated iron beams to form the project skeleton
- Work primarily on industrial, commercial and large residential buildings
- Build towers, bridges, stadiums and prefabricated metal buildings
- Erect and install pre-cast beams, columns and panels

• **Reinforcing Ironworkers**

- Fabricate and place steel bars (rebar) in concrete forms to reinforce structures
- Place rebar on appropriate supports and tie them together with tire wire
- Install post-tensioning tendons (cables) to place in concrete forms along with reinforcing steel
- Stress tendons using hydraulic jacks and pumps after the concrete is poured and hardened

• **Ornamental Ironworkers**

- Install metal windows into building's masonry or wooden openings
- Erect curtain wall and window wall systems that cover the steel or reinforced concrete structure of a building
- Install and erect metal stairways, catwalks, gratings, doors, railings, fencing, elevator fronts and building entrances

• **Rigging & Machinery Moving Ironworkers**

- Load, unload, move and set machinery, structural steel and curtain walls
- Operate power hoists, cranes, derricks, forklifts and aerial lifts
- Have knowledge of fiber line, wire rope, hoisting equipment and proper hand signals

What are the benefits of an Apprenticeship Training and Union Membership?

Apprenticeship training provides individuals with the skills needed to compete economically and work safely.

Ironworker apprentices:

- earn while they learn their craft on the job
- typically receive higher wages and better benefits than those employed by non-union contractors
- receive health benefits, and retirement
- perfect their craft in the classroom
- can earn college credits
- are mentored by journeyman ironworkers

What are the qualifications to become an apprentice?

Qualifications to become an apprentice include a strong foundation of math and literacy skills, a high school or an equivalency diploma, and the ability to successfully complete an aptitude test. Additionally a qualified candidate must be physically fit, drug-free, have access to reliable transportation, and have proof of citizenship or the legal right to work in the U.S.

APPRENTICE WAGES

1st	6 months (or at least 780 hrs) 60% of Journeyman rate
2nd	6 months (or at least 780 hrs) 65% of Journeyman rate
3rd	6 months (or at least 780 hrs) 70% of Journeyman rate
4th	6 months (or at least 780 hrs) 75% of Journeyman rate
5th	6 months (or at least 780 hrs) 80% of Journeyman rate
6th	6 months (or at least 780 hrs) 85% of Journeyman rate
7th	6 months (or at least 780 hrs) 90% of Journeyman rate
8th	6 months (or at least 780 hrs) 95% of Journeyman rate

Apprenticeship Requirements

Age

- Eighteen years of age

Additional information to be submitted at time of application

- Birth Certificate
- High school diploma or GED
- School transcripts
- Veterans may supply copy of DD214
- Valid driver's license

Applications will not be processed until minimum qualifications are met. Applications may be updated at any time.

Ranking of Applicants

Applicants are ranked numerically on an eligibility list for Apprenticeship entry. Ranking points are given for education, previous employment, past employers, recommendations, and for military service. Classes useful in preparation for a career in the Union Ironworking industry are:

- Mathematics
- Drafting and blueprint reading
- Construction technology
- Shop classes
- Welding

Related Training

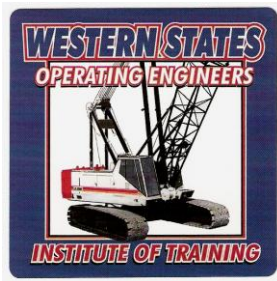
This is a four year program. Two hundred and four (204) hours of related classroom training shall be required each year.

Training

The iron working industry is very strenuous and most tedious. An Ironworker must be alert at all times in order to perform the duties of connecting, welding, installing decking, in addition to climbing, lifting, sitting, standing, bending and pulling of the steel in the erection of buildings and spanning of bridges.

An Ironworker is a stalwart individual with a great deal of upper body strength for twisting, turning, and awkward postures of the back. Blueprint and drafting reading are a part of the training to become an Ironworker and safety is a plus in training and working side by side with co-workers and other Craftsmen.

Iron work is performed inside and outside in most weather conditions.



Western States International Union of Operating Engineers

Local #370 * P.O. Box 210, 23500 S. Operating Engineers Lane, Spangle, WA 99031
(509) 235-9393

APPRENTICESHIP PROGRAMS

Apprentices are members of a production force as they train on the job and in the classroom.

- Apprentices are paid wages and work a regular work week (*earn-as-they-learn*)
- Experience indicates that apprentices are:
 - more motivated and learn their jobs faster
 - attain craft worker status sooner
 - more likely to become supervisors than workers trained other ways
- Opportunities for employment and advancement open up with the *recognition* that the *apprentices are now skilled craft workers*.
- At the end of their apprenticeship, they receive certificates similar to the diplomas awarded the engineering graduates of universities.

REGISTERED APPRENTICESHIP

Registered apprenticeship describes those apprenticeship programs which met specific federally ***approved standards designed to safeguard the welfare of apprentices*** and which are registered with the Bureau of Apprenticeship and Training (BAT), U.S. Department of Labor, or one of 27 State apprenticeship agencies or councils (SAC) approved by BAT. ***It is a relationship between an employer and employee during which the worker, or apprentice, learns an occupation in a structured program sponsored jointly by employers and labor unions or operated by employers and employer associations.***

SELECTION PROCEDURES

All individuals interested in becoming an apprentice must first complete the eight (8) week Safety and Orientation class. The standard tuition fee will be charged to all individuals who participate in this class.

Selection into this program is a two-step process. First, an applicant must be successful in getting into the Safety and orientation class, and secondly, applicants will be placed into the apprenticeship based upon their performance in this class. The apprenticeship program will keep a detailed applicant log. This log will track each applicant's progress through the selection process.

If, for the Safety and Orientation class, there are more applicants who meet the minimum qualifications and can pay the required tuition fee, than there are slots available, all applicants will be interviewed. If there are slots available for all eligible applicants the interviews can be bypassed and all of the eligible applicants may advance to the Safety and orientation class. When interviews are necessary, all interviewed applicants will be scored on a point based system. The highest scoring applicants will be selected for the available openings in the Safety and orientation class. The Safety and Orientation class is an eight (8) week - 320 hour long program. While in this program each individual will be evaluated by their instructors for attendance, attitude, safety and school performance. Each applicant's weekly evaluation will be totaled at the end of the Safety and Orientation class.

*Since 1964
WSOEIT has had a
state-of-the-art
registered and
approved
apprenticeship
and training
program with both
the U.S.
Department of
Labor and the
Washington State
Apprenticeship
Council.*

*Apprenticeship
has been, and is
today, the back
bone of the
construction
industry.*

*We take great
pride in leading
the way for today
and tomorrow's
apprentices.*

A ranked list of the individuals who have completed the Safety and Orientation class will be created. Each individual will be placed on this list based on their overall total score achieved while in the safety and orientation class. This ranked list will constitute the eligible apprenticeship pool list. Individuals will be dispatched from this list in proper chronological order.

CONSTRUCTION EQUIPMENT OPERATOR

The 'Construction Equipment Operator' commonly operates heavy equipment and machinery that are found in today's construction industry. An example of the types' equipment operated includes, but is not limited to, bulldozers, track type and rubber tired backhoes, rubber tire loaders, motor graders, scrapers, rollers, boom trucks, forklifts, laser controlled equipment and the operation of automatic machine control. *The apprentice 'Construction Equipment Operator' will also perform other duties that commonly relate to his/her classification.*



Construction Equipment Operator

- | | |
|--|-------------|
| 1. Track type equipment | 1,500 Hours |
| 2. Rubber tire type equipment | 1,500 Hours |
| 3. Lifting type equipment | 1,500 Hours |
| 4. Stationary and miscellaneous type equipment | 1,500 Hours |
| 5. Machine control | 2,000 Hours |

Total Term of Apprenticeship

8,000 Hours

HOISTING ENGINEER

'Hoisting Engineer' commonly operates the various large types of cranes that are found in today's construction industry. An example of the type of training that a 'Hoisting Engineer' receives includes, but is not limited to, rigging the load, signaling the load, pre-operational checks, operating the crane, inspecting the crane, maintaining the crane and repairing the crane. *The apprentice 'Hoisting Engineer' will also perform other duties that are commonly related to his or her classification.*



Hoisting Engineer

- | | |
|---------------------------------------|-------------|
| 1. Rigging and transporting | 3,000 Hours |
| 2. Crane operation and maintenance | 3,000 Hours |
| 3. Compliance, rules, and regulations | 2,000 Hours |

Total Term of Apprenticeship

8,000 Hours

MECHANIC REPAIR PERSON

A 'Heavy Duty Mechanic Repair Person' commonly performs maintenance and repair on various kinds and pieces of heavy equipment. An example includes, but is not limited to, greasing and oiling, minor adjustments, repair of engine braking systems and trouble shooting, standard transmissions, instrument panels and automatic machine control applications and installations, as well as calibrations. *The apprentice 'Heavy Duty Mechanic Repair Person' will also perform other duties commonly related to his/her classification.*



Mechanic Repair Person

- | | |
|---|-------------|
| 1. Preventative maintenance and service | 1,500 Hours |
| 2. Engines | 1,500 Hours |
| 3. Power trains | 1,500 Hours |
| 4. Control systems | 1,500 Hours |
| 5. Machine control | 2,000 Hours |

Total Term of Apprenticeship

8,000 Hours

APPLICATION PROCESS

- Age:** Not less than eighteen (18) years of age.
- Education:** High School graduate or have a GED
- Physical:** Applicants shall be physically able to perform the work - physical or physician's evaluation may be required.
- Testing:** For acceptance, applicants must pass our drug screening criteria.
- Other:** Current and valid driver's license. Successful completion of the Safety and Orientation training.



Southwestern Idaho Electrical JATC

Local #291 * 121 East 34th Street, Boise, Idaho 83714 *
(208) 384-0538

The National Electrical Contractors Association (NECA) and the International Brotherhood of Electrical Workers (IBEW) jointly sponsor apprenticeship training programs that offer you the opportunity to earn wages and benefits and while you learn, the skills needed for a trade that can be both challenging and rewarding. You literally earn-while-you-learn. As an apprentice, you will have the chance to use your mind, as well as your physical skills, to complete work in a variety of settings with constant opportunity to learn something new.

The Idaho Chapter of the National Electrical Contractors Association (NECA) and the International Brotherhood of Electrical Workers (IBEW) invites you to check out the opportunities available to you. Applications are accepted at the JATC office from 9:00 am to 4:00 pm Monday through Thursday.

ELECTRICAL WORK SPECIALTIES

What is it like to work in the electrical industry?

INSIDE WIREMAN

Inside Wireman primarily performs electrical construction work in commercial and industrial settings. Nationally, the Inside Wireman position has over 200,000 Journeymen and apprentices who are members of the IBEW.

Inside Wireman install conduit, electrical wiring, fixtures and electrical apparatus inside commercial buildings and in a multitude of industrial settings. Inside Wireman apprenticeship programs are five years.

Major duties for Inside Wireman include:

- Planning and initiating projects
- Establishing temporary power during construction
- Establishing grounding systems
- Installing electrical service to buildings and other structures
- Establishing power distribution within a project
- Planning and installing raceway systems
- Installing new wiring and repairing old wiring
- Providing power and controls to motors, HVAC and other equipment
- Installing receptacles, lighting systems, and fixtures
- Troubleshooting and repairing electrical systems
- Installing and repairing traffic signals, outdoor lighting and outdoor power feeders
- Installing fire alarm systems

In performing these duties, Inside Wireman must use many different kinds of tools, ranging from simple one and two-handed tools (such as wire cutters, screwdrivers and cable-cutters) to power-assisted tools like electric drills and cable pullers. They occasionally operate heavy equipment such as trenchers and aerial lifts.

Over the course of the five year Inside Wiremen apprenticeship program, apprentices must acquire a wealth of technical knowledge. A recent job analysis identified 83 specific areas that are important for successful job performance.

A few of the most important ones are knowledge of:

- The National Electrical Code
- How to work with energized circuits
- Blueprints, including symbols used
- Electrical schematic diagrams
- State and Local electrical codes
- First Aid
- Hazardous materials
- Specific job safety rules

There are a few costs you should consider such as:

- Books
- Dues and Working Assessments
- Special Clothing for harsh environments
- Tools
- Transportation

Apprentices are provided with good wages and benefits, which include:

- Health Insurance
- Pension and Retirement Plans
- Multi-Employer Labor Pool
- No Tuition for Related Training
- Guaranteed Consistent Wage Rates

Sample wages and benefits based of *Journeyman* rate of 27.60 per hr.*

****All figures are subject to change***

% of Journeyman Rate	Minimum OJT Hours	*Wages Benefits	Employer Paid	*Total
1st Term (45%)	0-1000	\$12.42 hr	\$6.15 hr	\$18.57 hr
2nd Term (50%)	1001-2000	\$13.80 hr	\$6.15 hr	\$19.95 hr
3rd Term (55%)	2001-3500	\$15.18 hr	\$8.50 hr	\$23.68 hr
4th Term (60%)	3501-5000	\$16.56 hr	\$8.70 hr	\$25.26 hr
5th Term (70%)	5001-6500	\$19.32 hr	\$9.13 hr	\$28.25 hr
6th Term (80%)	6501-8000	\$22.08 hr	\$9.55 hr	\$31.63 hr

Applications can be obtained from the JATC office Monday through Thursday, from 9:00 a.m. until 4:00 p.m. An application fee of \$25.00 will be required.

*Applicants who do not interview, meet the minimum qualifications or fail to complete the application, **in one year's time frame**, will be required to reply after the expiration date of the applications.*



Southwest Central Idaho Sheet Metal Workers Joint Apprenticeship Committee (JATC)



**Local 55 * 5682 Albatros * Boise, Idaho 83705
208-362-5303**

Would you like to earn a paycheck, and perhaps support a family while going to school and learning the sheet metal trade?

JOURNEYMAN SHEET METAL WORKERS

Taxable Hourly Wages \$24.00

PLUS BENEFITS

<i>Northwest Health Care</i>	<i>\$ 7.36</i>
<i>Northwest Pension</i>	<i>\$ 4.05</i>
<i>VEBA</i>	<i>\$ 1.07</i>
<i>NW 401 (K)</i>	<i>\$.25</i>
<i>National Pension</i>	<i>\$ 1.52</i>
<i>SASMI Trust</i>	<i>\$ 1.15</i>
<i>National Training</i>	<i>\$.12</i>
<i>NEMIS</i>	<i>\$.03</i>
<i>Local Training</i>	<i>\$.58</i>
<i>SMOHIT</i>	<i>\$.02</i>
<i>National Industry</i>	<i>\$.12</i>
<i>Local Industry Fund</i>	<i>\$.05</i>
<i>TOTAL BENEFIT PACKAGE</i>	<i>\$ 16.32</i>

TOTAL HOURLY PACKAGE \$40.32

The Union Difference in a Workers' Life

- ***Union pay is higher*** – Union workers earn 34 percent more than non-union workers in most occupation.
- ***Unions are better for women and minorities*** – The collective bargaining agreement emphasizes equal pay and fair treatment, narrowing the gap in pay and opportunities between men and women, and between minorities and whites. Union women earn 40% more than non-union women and African-American males 44% percent more than their non-union counterparts. For Latino workers, the union advantage is 53% more.
- ***Union workers have better benefits*** – They are more likely to have health care benefits, retirement plans, and short-term disability benefits.

- ***Union workers are more productive*** – They are better trained and take pride in delivering quality work. They constitute an organized workforce. They have lower turnover. They have voice on the job and share in decision making. They have representation on the job.
- ***Union workers have greater job stability*** – They are more satisfied with their jobs. They get better pay and benefits. They have access to grievance procedures. *And they are protected from unjust discharges.*
- ***Union members work together for mutual protection and benefits*** – Non-union workers have lower wages, fewer protections, no representation, few benefits, few rights on the job, no grievance procedures, no appeal on discharge, little classroom training, suspect safety and working conditions, and less prospects for their future than the union worker.

Basic Requirements

Apprenticeship requires a high school or GED diploma. The industry needs willing young people with the desire and aptitude to listen and learn and become skilled craftsmen, who want to develop job-related skills and career goals. The JATC selects apprentices based on qualifications without regard to race or ethnicity, creed, sex, or national origin.

Personal Qualifications

Sheet metal workers are in good physical condition. They have above average mechanical and mathematical skills. They require eye-hand coordination, spatial/form perception, and manual dexterity. They like working with both their hands and minds. They want to learn. Their personalities include patience, dependability, accuracy, ability to get along with others in a team atmosphere, and enjoying seeing a job come to its completion.

Why become a sheet metal apprentice... YOUNG PEOPLE SPEAK OUT!

- ❖ *“The sheet metal trade gave me a choice. I had pressure to go to college and this is a great alternative.”*
- ❖ *“The skilled trades built our country. I’m proud of that.”*
- ❖ *“If you start in the trades early, you can start a family, buy a home and car, and create a wonderful life.”*
- ❖ *“I like to travel. I can go anywhere with this trade and get a good job.”*



International Union of Elevator Constructors JAC



Local #38 * 138 South 1400 West * Salt Lake City, UT *
(801) 467-1051

Mission Statement

The National Elevator Industry Education Program (NEIEP) is a joint labor-management educational trust fund serving the International Union of Elevator Constructors (IUEC) and the employers who employ its members. Some of NEIEP's main responsibilities are to manage and direct the implementation of curricula; design, administer and monitor probationary training and evaluation programs for all new hires entering the trade; administer a home study program for eligible students; and for instructors – conduct initial through advanced level seminars to improve teaching skills and techniques. The overall mission of NEIEP is to improve the knowledge and skills of apprentices and mechanics not only for their benefit, but also for the benefit of their employer and the industry.

Nature of the Work

Apprentices are responsible for assisting in the installation, maintenance, and repair of passenger and freight elevators, escalators, dumbwaiters, and moving sidewalks under the direction of a Mechanic.

Term of Apprenticeship

The term of apprenticeship shall consist of (4) years with a minimum on-the-job learning (OJL) attainment of 6,800 hours supplemented by the required hours of related instruction.

Apprenticeship Qualifications

1. All applicants shall be at least (18) years of age.
2. Applicants shall be high school graduates or provide proof of equivalent educational attainment such as successful completion of the General Education Development (GED) tests. Each applicant shall submit, with the completed application, a high school diploma or official report of GED test results.
3. All applicants shall pass an examination designed to test the applicant's reading and math skills and aptitude for employment in the elevator industry.
4. Upon selection, pass a valid drug test (paid for by employer).
5. Be capable of performing the physical requirements of the job without posing a direct threat to the health and safety of themselves or others.
6. Consent to a post offer pre-hire medical exam.

Application Process

Interested individuals must apply through an open recruitment and complete the recruitment process, which consists of an application, an aptitude test, and an interview. Application requests are made in person or by mail. Applications are only accepted during open recruitment periods. For open recruitment information, visit our website to contact the Local Area Coordinator for your region.

Application materials, including the completed Apprenticeship application and a copy of your high school diploma or GED certificate, are mailed to the local Joint Apprenticeship Committee (JAC) or Local Area Coordinator as indicated in the recruitment advertisement. Mailing information varies throughout the country and for each recruitment. Specific address information will be provided in the recruitment's advertisement.

Application deadlines will be provided in the recruitment advertisement and vary per recruitment. Upon submission of application, there are two more steps before one can be considered for apprenticeship: the Elevator Industry Aptitude Test (EIAT) and the interview.

Wage Scale

<i>Probationary Apprentice</i>	<i>(0 – 6 Months)</i>	<i>50% of Mechanic's (Journey) Rate</i>
First-Year Apprentice	Probationary Hours – 1,700 Hrs	55% “ “ plus Fringe Benefits
Second-Year Apprentice	(1,700 – 3,400) Hours	65% “ “ plus Fringe Benefits
Third-Year Apprentice	(3,400 – 5,100) Hours	70% “ “ plus Fringe Benefits
Fourth-Year Apprentice	(5,100 – 6,800) Hours	80% “ “ plus Fringe Benefits

Probationary Period

Each applicant selected for apprenticeship shall serve a probationary period of 6 months of on-the-job learning (OJL). Probationary apprentices shall advance from the fifty (50) percent wage rate to the first-year apprentice wage rate upon completion of six (6) months in the elevator industry, provided such probationary apprentices have worked a minimum of one hundred (100) hours in each thirty (30) day period during the six (6) months.



Jobs, America's Best Paying Blue-Collar Jobs, Klaus Kneale, 06.10.09, 6:59 PM ET

http://www.forbes.com/2009/06/10/paying-blue-collar-leadership-jobs_print.html

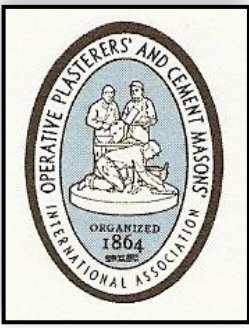
It's a hard time for almost everyone right now, but it's especially hard for the workers who don't have a college education. In 2008 the unemployment rate was 9% for people with less than a high school diploma, 5.7% for high school graduates, 2.8% for college graduates and 2% for people with doctorates. Those numbers are all worse now, but they show that blue collar workers have been especially hard hit.

Still, there are blue-collar jobs out there in high enough demand to pay surprisingly well. We've put together a list of the 20 best paying ones. The numbers used for the list are drawn from the government's Occupational Employment and Wage estimates. They are based on data from 2008.

In Pictures: America's Best-Paying Blue Collar Jobs

Topping the list are elevator installers and repairers, who earn an average of \$32.57 an hour. That's \$12 more per hour than the national average for all jobs, and it amounts to about \$67,750 a year, far above the national salary average of \$42,270...

...Of course, blue-collar work does not mean unskilled work. Many of these jobs, especially the highest paid ones, require extensive training, both in schools and in apprenticeships. These apprenticeships can take as much as four or five years.



Oregon, S.W. Washington, Idaho Plasterers JAC

Local 629 (Area 219) * Chubbuck, Idaho * (208) 241-8949
JATC * 12812 N.E. Marx Street, Portland, OR 97230 * (503) 408-8555

Job Description

Plasterers finish interior walls and ceilings of residential and commercial buildings, apply plaster on masonry, metal and wire lath or gypsum. They also apply cement on masonry, metal and wire lath (stucco). Most of these finishes are applied by hand. Apprentices must be physically capable of performing all phases of the trade, as well as mobile with reliable transportation with the ability to travel to various job locations daily.

Working Conditions

Plasterers perform about 75 percent of their work outside on scaffolds. The work is often seasonal, depending on weather conditions, with intermittent periods of unemployment, and involves heavy lifting, bending, climbing and standing.

Applications will be scored and ranked after the completion of interviews. Each applicant will be notified as of their placing on the Ranked Pool of Eligibles.

Qualified applicants will be scored and ranked using the following documentation:

Documented Work Experience
Diploma or GED
Valid Driver's License
Current First-Aid/CPR Card
Military Service

Minimum Qualifications

18 years of age
High School Diploma or GED equivalent

Note: Applicants must submit non-returnable proof of age, high school transcripts or GED certificate at the time of application

Employers may require valid driver's license and drug testing

Education (related to the occupation/trades)

WE STRONGLY ENCOURAGE

WOMEN & MINORITIES TO APPLY

VETERANS who have GI Benefits may use them in this program

Benefits

Training

*Apprenticeship programs combine classroom and **earn as you learn hands-on training** covering every aspect of our trades. Any journeyman upgrading programs keep our members safe and sharp with the latest developments in the industry*

Earn More

It's a proven fact that members of a trade union make more money than their counter-parts who are not in a union

Retirement

Union members have money set aside for them into a pension plan for every hour they work

Medical Insurance

Union members have group health insurance plans that provide for you and your family when you need it most



Oregon, S.W. Washington, Idaho Cement Masons JATC

Local 629 (Area 219) * Chubbuck, Idaho * (208) 241-8949
JATC * 12812 N.E. Marx Street, Portland, OR 97230 * (503) 408-8555

What is a Cement Mason?

- Cement Masons level freshly-poured concrete and then apply a final finish to the concrete surface. The results of our work can be seen on sidewalks, curbs, bridges and roads, as well as floors and walls of buildings – anything made of concrete.

How do I learn to become a Cement Mason?

- You must have a high school diploma or GED and be 18 years of age. Call us at **(208) 887-4769** and we'll tell you when and how to apply to become a Cement Mason Apprentice.

What is an Apprenticeship?

- Apprenticeship has been around for hundreds of years. An apprentice gains skills and knowledge by working directly with experienced Journeymen.
- We have developed a state-of-the-art training facility and instructor staff with over 50 years of collective experience.
- Our curriculum includes everything from hands-on rider trowel operation, blue print reading and survey, to construction math.
- Our Apprenticeship Program provides **6,000** hours of supervised hands-on training, along with **440** hours of classroom instruction.

A standardized and well trained workforce is the backbone of concrete construction. When you are dealing with live products, you need it done right the first time. We are committed to Journeyman and Apprentice training that exceeds the standards of the industry. We fund it, we work at it, and we're proud of it!

Wage Increase Schedule

The progressive wage rate to be paid the apprentice is:

<i>1st 1,000 hour period</i>	<i>60% of average wage</i>
<i>2nd 1,000 hour period</i>	<i>65% of average wage</i>
<i>3rd 1,000 hour period</i>	<i>70% of average wage</i>
<i>4th 1,000 hour period</i>	<i>75% of average wage</i>
<i>5th 1,000 hour period</i>	<i>80% of average wage</i>
<i>6th 1,000 hour period</i>	<i>90% of average wage</i>

How much will it cost?

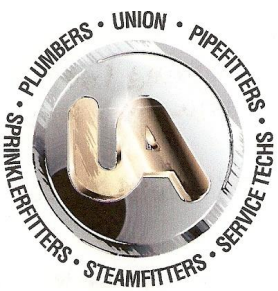
- ***There are no out-of-pocket costs for your training.*** We do expect every apprentice to come prepared, ready to learn, and dedicated to their success in our program.

Are there good benefits and wages?

- Skilled Journeymen can earn wages that exceed many jobs that require a four-year college degree.
- You will also have health care insurance and a real pension ***that doesn't come out of your take-home pay.***
- Apprentices start at 60% of Journeyman rate, but ***your benefits accrue from day one.***

How can I prepare myself?

- Reliable transportation is a must!



UNITED ASSOCIATION of PLUMBERS & PIPEFITTERS APPRENTICESHIP

Local #296 * 575 N. Ralstin Street, Meridian, Idaho 83642 *
(208) 288-1296

PROFESSIONAL TRADE EDUCATION SINCE 1947

Sponsored jointly by the Union Contracts Group of Idaho and the United Association of Plumbers & Pipe Fitters Locals 296, Boise and 648, Pocatello. Training facilities are located in Meridian and Blackfoot. The Idaho Apprenticeship schools teach individuals how to become Plumbers, Pipe Fitters, and HVAC Technicians. During the year 2003 approximately \$200,000 was spent on training by the Idaho Plumbers & Pipe Fitters Apprentice & Journeyman Training Trust. Nationally, the United Association spent \$100,000,000 on training last year. These dollars were spent on apprentice training and also journeyman up-grading classes to keep our members on the cutting edge of technology.

ENTRY REQUIREMENTS

- Must be at least 17 years of age
- Birth Certificate or other such document for proof of age
- High School Diploma and Transcripts or High School Equivalency (GED) Certificate and official report of test results
- Provide proof of citizenship or proper legal work permits
- Appear for interview when notified

COMPLETION GUIDELINES

- Complete the 5 year Apprenticeship Training Program:
- Attend class 3 evenings per week, 6 – 9:00 p.m., (September through April)
- Complete 1,400 hours of classroom training
- Complete 10,000 hours of on-the-job training
- Have a passing score of no less than 70% in all classes



**Training is the
backbone of the
construction
industry**

AREAS OF STUDY – *Classes for apprentices and journeymen*

Isometric Drawing * Piping Math * Trade Related Science * Soldering & Brazing * Welding
Rigging * Drainage * Steam Systems * Water Supply * Hydronic Systems * Gas Installations
Service Work * Leadership * Plumbing Code * OSHA Training Courses * Medical Gas Certification
Idaho HVAC License * Idaho Plumbing License * Oregon Steamfitter License * UA Welder Certification

THIS COULD BE YOUR OPPORTUNITY FOR A GREAT FUTURE! - “THE CHOICE IS YOURS”

Just because you don't want, can't afford, or aren't interested in college, it isn't necessary to wander around and suffer through years of no training for job up-grading. There's a better move for you. All you have to do is pick up the phone and call, or visit us on our website **www.idplbandpf296.org**.

SOUTHEASTERN UNION APPRENTICESHIP ORGANIZATIONS

The following list contains names of organizations that are responsible for apprenticeship programs for specific occupations in Southeast Idaho. If these organizations do not have apprenticeship openings, contact the Bureau of Apprenticeship and Training at (208) 321-2972 for other possibilities.

Western States Operating Engineers Institute of Training

– IUOE Local 370

P.O. Box 210, Spangle, WA 99031-0210

(509) 235-9393 www.iuoe370.org

OCCUPATIONS: Heavy Duty Mechanics
Heavy Equip Operators, Surveyor Assistants

Eastern Idaho Plumbers & Pipefitters JATC – UA Local 648

456 N. Arthur

P.O. Box 1120

Pocatello, ID 83204

(208) 232-6806 www.ualocal648.org

OCCUPATIONS: Plumbers/Pipefitters

Southeastern Idaho Ironworkers JATC – Local 732

1700 N. Harrison, Pocatello, ID 83201

P.O. Box 220, Pocatello, ID 83204

208-339-6383 www.iw732.org

OCCUPATIONS: Iron Workers

Int'l. Union of Elevator Constructors JATC – IUEC Local 38

139 South 1400 West

Salt Lake City, UT 84104

(801) 467-1051 (*no website*)

OCCUPATIONS: Install, Maintain & Repair
Elevators, Escalators,
Walking Sidewalks

Sheet Metal Workers JATC

– SMW Local 103

8450 South 5th Avenue

Pocatello, ID 83204

(208) 233-5214

OCCUPATIONS: Sheet Metal Workers

OR–S.W. Washington Cement Masons JATC – OPCMIA Local 629

12812 N.E. Marx St., Portland, OR 97230

(503) 408-8555 (*JATC – Portland*)

(208) 241-8949 (*Local 629 - East Idaho*)

OCCUPATIONS: Cement Masons

Eastern Idaho Electrical JATC

– IBEW Local 449

8450 South 5th Avenue

Pocatello, ID 83204

(208) 232-4300

OCCUPATIONS: Electricians

Oregon – SW Washington Plasters JATC – OPCMIA Local 629

12812 N.E. Marx St., Portland, OR 97230

(503) 232-3257 (*JATC – Portland*)

(208) 241-8949 (*Local 629 - East Idaho*)

OCCUPATIONS: Plasterers



International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers

Contact Travis Woolsey

208-339-6383

Email: traviswol@cableone.net

What is an Apprentice?

An apprentice is a training-level employee who works in the building and construction trades while also attending classes to learn industry skills and safety techniques. Wages for an apprentice increase over the course of this training, which lasts from two to five years depending on the trade. An apprentice who graduates to journey-person is recognized as a well-qualified worker who can command the best wages and benefits.

Ironworker Sectors

• **Structural Ironworkers**

- Unload, erect and connect fabricated iron beams to form the project skeleton
- Work primarily on industrial, commercial and large residential buildings
- Build towers, bridges, stadiums and prefabricated metal buildings
- Erect and install pre-cast beams, columns and panels

• **Reinforcing Ironworkers**

- Fabricate and place steel bars (rebar) in concrete forms to reinforce structures
- Place rebar on appropriate supports and tie them together with tire wire
- Install post-tensioning tendons (cables) to place in concrete forms along with reinforcing steel
- Stress tendons using hydraulic jacks and pumps after the concrete is poured and hardened

• **Ornamental Ironworkers**

- Install metal windows into building's masonry or wooden openings
- Erect curtain wall and window wall systems that cover the steel or reinforced concrete structure of a building
- Install and erect metal stairways, catwalks, gratings, doors, railings, fencing, elevator fronts and building entrances

• **Rigging & Machinery Moving Ironworkers**

- Load, unload, move and set machinery, structural steel and curtain walls
- Operate power hoists, cranes, derricks, forklifts and aerial lifts
- Have knowledge of fiber line, wire rope, hoisting equipment and proper hand signals

What are the benefits of an Apprenticeship Training and Union Membership?

Apprenticeship training provides individuals with the skills needed to compete economically and work safely.

Ironworker apprentices:

- earn while they learn their craft on the job
- typically receive higher wages and better benefits than those employed by non-union contractors
- receive health benefits, and retirement
- perfect their craft in the classroom
- can earn college credits
- are mentored by journeyman ironworkers

What are the qualifications to become an apprentice?

Qualifications to become an apprentice include a strong foundation of math and literacy skills, a high school or an equivalency diploma, and the ability to successfully complete an aptitude test. Additionally a qualified candidate must be physically fit, drug-free, have access to reliable transportation, and have proof of citizenship or the legal right to work in the U.S.

APPRENTICE WAGES

1st 6 months (*or at least 780 hrs*)
60% of Journeyman rate

2nd 6 months (*or at least 780 hrs*)
65% of Journeyman rate

3rd 6 months (*or at least 780 hrs*)
70% of Journeyman rate

4th 6 months (*or at least 780 hrs*)
75% of Journeyman rate

5th 6 months (*or at least 780 hrs*)
80% of Journeyman rate

6th 6 months (*or at least 780 hrs*)
85% of Journeyman rate

7th 6 months (*or at least 780 hrs*)
90% of Journeyman rate

8th 6 months (*or at least 780 hrs*)
95% of Journeyman rate

Current Journeyman Wage:
\$26.00/hr + benefit package

Apprenticeship Requirements

Age

- Eighteen years of age

Additional information to be submitted at time of application

- Birth Certificate
- High school diploma or GED
- School transcripts
- Veterans may supply copy of DD214
- Valid driver's license

Applications will not be processed until minimum qualifications are met. Applications may be updated at any time.

Ranking of Applicants

Applicants are ranked numerically on an eligibility list for Apprenticeship entry. Ranking points are given for education, previous employment, past employers, recommendations, and for military service. Classes useful in preparation for a career in the Union Ironworking industry are:

- Mathematics
- Drafting and blueprint reading
- Construction technology
- Shop classes
- Welding

Related Training

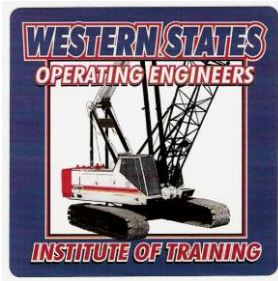
This is a four year program. Two hundred and four (204) hours of related classroom training shall be required each year.

Training

The iron working industry is very strenuous and most tedious. An Ironworker must be alert at all times in order to perform the duties of connecting, welding, installing decking, in addition to climbing, lifting, sitting, standing, bending and pulling of the steel in the erection of buildings and spanning of bridges.

An Ironworker is a stalwart individual with a great deal of upper body strength for twisting, turning, and awkward postures of the back. Blueprint and drafting reading are a part of the training to become an Ironworker and safety is a plus in training and working side by side with co-workers and other Craftsmen.

Iron work is performed inside and outside in most weather conditions.



Western States International Union of Operating Engineers

Local #370 * P.O. Box 210, 23500 S. Operating Engineers Lane, Spangle, WA 99031
(509) 235-9393

APPRENTICESHIP PROGRAMS

Apprentices are members of a production force as they train on the job and in the classroom.

- Apprentices are paid wages and work a regular work week (*earn-as-they-learn*)
- Experience indicates that apprentices are:
 - more motivated and learn their jobs faster
 - attain craft worker status sooner
 - more likely to become supervisors than workers trained other ways
- Opportunities for employment and advancement open up with the *recognition* that the *apprentices are now skilled craft workers*.
- At the end of their apprenticeship, they receive certificates similar to the diplomas awarded the engineering graduates of universities.

REGISTERED APPRENTICESHIP

Registered apprenticeship describes those apprenticeship programs which met specific federally ***approved standards designed to safeguard the welfare of apprentices*** and which are registered with the Bureau of Apprenticeship and Training (BAT), U.S. Department of Labor, or one of 27 State apprenticeship agencies or councils (SAC) approved by BAT. ***It is a relationship between an employer and employee during which the worker, or apprentice, learns an occupation in a structured program sponsored jointly by employers and labor unions or operated by employers and employer associations.***

SELECTION PROCEDURES

All individuals interested in becoming an apprentice must first complete the eight (8) week Safety and Orientation class. The standard tuition fee will be charged to all individuals who participate in this class.

Selection into this program is a two-step process. First, an applicant must be successful in getting into the Safety and orientation class, and secondly, applicants will be placed into the apprenticeship based upon their performance in this class. The apprenticeship program will keep a detailed applicant log. This log will track each applicant's progress through the selection process.

If, for the Safety and Orientation class, there are more applicants who meet the minimum qualifications and can pay the required tuition fee, than there are slots available, all applicants will be interviewed. If there are slots available for all eligible applicants the interviews can be bypassed and all of the eligible applicants may advance to the Safety and orientation class. When interviews are necessary, all interviewed applicants will be scored on a point based system. The highest scoring applicants will be selected for the available openings in the Safety and orientation class. The Safety and Orientation class is an eight (8) week - 320 hour long program. While in this program each individual will be evaluated by their instructors for attendance, attitude, safety and school performance. Each applicant's weekly evaluation will be totaled at the end of the Safety and Orientation class.

***Since 1964
WSOEIT has had a
state-of-the-art
registered and
approved
apprenticeship
and training
program with both
the U.S.
Department of
Labor and the
Washington State
Apprenticeship
Council.***

***Apprenticeship
has been, and is
today, the back
bone of the
construction
industry.***

***We take great
pride in leading
the way for today
and tomorrow's
apprentices.***

A ranked list of the individuals who have completed the Safety and Orientation class will be created. Each individual will be placed on this list based on their overall total score achieved while in the safety and orientation class. This ranked list will constitute the eligible apprenticeship pool list. Individuals will be dispatched from this list in proper chronological order.

CONSTRUCTION EQUIPMENT OPERATOR

The 'Construction Equipment Operator' commonly operates heavy equipment and machinery that are found in today's construction industry. An example of the types' equipment operated includes, but is not limited to, bulldozers, track type and rubber tired backhoes, rubber tire loaders, motor graders, scrapers, rollers, boom trucks, forklifts, laser controlled equipment and the operation of automatic machine control. *The apprentice 'Construction Equipment Operator' will also perform other duties that commonly relate to his/her classification.*



Construction Equipment Operator

- | | |
|--|-------------|
| 1. Track type equipment | 1,500 Hours |
| 2. Rubber tire type equipment | 1,500 Hours |
| 3. Lifting type equipment | 1,500 Hours |
| 4. Stationary and miscellaneous type equipment | 1,500 Hours |
| 5. Machine control | 2,000 Hours |

Total Term of Apprenticeship

8,000 Hours

HOISTING ENGINEER

'Hoisting Engineer' commonly operates the various large types of cranes that are found in today's construction industry. An example of the type of training that a 'Hoisting Engineer' receives includes, but is not limited to, rigging the load, signaling the load, pre-operational checks, operating the crane, inspecting the crane, maintaining the crane and repairing the crane. *The apprentice 'Hoisting Engineer' will also perform other duties that are commonly related to his or her classification.*



Hoisting Engineer

- | | |
|---------------------------------------|-------------|
| 1. Rigging and transporting | 3,000 Hours |
| 2. Crane operation and maintenance | 3,000 Hours |
| 3. Compliance, rules, and regulations | 2,000 Hours |

Total Term of Apprenticeship

8,000 Hours

MECHANIC REPAIR PERSON

A 'Heavy Duty Mechanic Repair Person' commonly performs maintenance and repair on various kinds and pieces of heavy equipment. An example includes, but is not limited to, greasing and oiling, minor adjustments, repair of engine braking systems and trouble shooting, standard transmissions, instrument panels and automatic machine control applications and installations, as well as calibrations. *The apprentice 'Heavy Duty Mechanic Repair Person' will also perform other duties commonly related to his/her classification.*



Mechanic Repair Person

- | | |
|---|-------------|
| 1. Preventative maintenance and service | 1,500 Hours |
| 2. Engines | 1,500 Hours |
| 3. Power trains | 1,500 Hours |
| 4. Control systems | 1,500 Hours |
| 5. Machine control | 2,000 Hours |

Total Term of Apprenticeship

8,000 Hours

APPLICATION PROCESS

- Age:** Not less than eighteen (18) years of age.
- Education:** High School graduate or have a GED
- Physical:** Applicants shall be physically able to perform the work - physical or physician's evaluation may be required.
- Testing:** For acceptance, applicants must pass our drug screening criteria.
- Other:** Current and valid driver's license. Successful completion of the Safety and Orientation training.



Pocatello & S.E. Idaho Sheet Metal Workers JATC



Local #103 * 1537 Baldy Avenue, Suite 10, Pocatello *
(208) 233-5214

The Union Difference in a Workers' Life

- **Union pay is higher** – Union workers earn 34% more than non-union workers in most occupations.
- **Unions are better for women and minorities** – The collective bargaining agreement emphasizes equal pay and fair treatment, narrowing the gap in pay and opportunities between men and women, and between minorities and whites. Union women earn 40% more than non-union women and African-American males 44% more than their non-union counterparts. For Latino workers, the union advantage is 53% more.
- **Union workers have better benefits** – They are more likely to have health care benefits, retirement plans, and short-term disability benefits.
- **Union workers are more productive** – They are better trained and take pride in delivering quality work. They constitute an organized workforce. They have lower turnover. They have voice on the job and share in decision making. They have representation on the job.
- **Union workers have greater job stability** – They are more satisfied with their jobs. They get better pay and benefits. They have access to grievance procedures. *And they are protected from unjust discharges.*
- **Union members work together for mutual protection and benefits** – Non-union workers have lower wages, fewer protections, no representation, few benefits, few rights on the job, no grievance procedures, no appeal on discharge, little classroom training, suspect safety and working conditions, and less prospects for their future than the union worker.

Nature of Work

Sheet metal workers fabricate, assemble and install metal products and equipment in buildings to control the temperature and environmental air quality for the comfort of the occupants. Sheet metal workers also build and install decorative metal components on the outside of buildings to protect them from the weather. They use hand and power tools, measuring instruments, unique calculators, and specialty machines to cut, bend, shape, form and fasten parts into units and assemblies. They use welding, soldering, brazing and riveting to assemble and install components. They inspect and service sheet metal installations, air handling equipment and indoor air quality equipment.

Entrance Requirements

- **Age:** Be 18 years or older. Will be required to furnish proof of age.
- **Health:** Must be physically fit to perform the work of the trade. May be required to furnish a doctor's certificate of examination.
- **Education:** Must be a high school graduate or have earned a GED and furnish transcripts.
- **Other:** Must have proof of current driver's license.

Terms of Apprenticeship

- **Length of training:** Four years
- **Related classroom training:** The Pocatello & S.E. Idaho SMW JATC has given credit for previous training and experience to anyone who can provide documented proof of training or experience.
- **Probationary Period:** One year – *not less than 2,000 hours*

Working Conditions

Sheet metal workers are usually on a project when there is a structural framework to support the ductwork. Occasionally sheet metal workers are required to work in a trench assembling ductwork that will be buried under a concrete floor. They will also be on the outside of the building installing the architectural sheet metal to waterproof the building. This requires the sheet metal worker to be able to work in close, tight places as well as high open places.

Special Characteristics

- **Knowledge and abilities:** Ability to plan a work sequence, mechanical and mathematical aptitude, and geometric form perception.
- **Interests:** Should have mechanical aptitude and be willing to work with hand and power tools.
- **Temperament:** Willingness to work with others and alone.
- **Physical capacities:** Must be able to carry up to 50 lbs up a ladder.

Suggested High School Subjects

Algebra * Geometry * Trigonometry * Welding * Drafting CAD – *Computer Assisted Drafting* * Shop

Wages

*In Idaho, apprentice wages start at 50% of the journeyman hourly pay scale. **Journeyman “Building” scale is currently \$25.11 plus benefits; making a total package of \$41.15 per hour. Journeyman “Industrial” scale is currently \$23.73 plus benefits; making a total package of \$39.73.***

Potential Advancement

Apprentices: Pay increases of 5% occur every six months provided the apprentice has received at least 800 hours of training. This training can be a combination of good “On-the-Job” training, as evaluated by the employer, and classroom instruction in the training center or any training approved by the training committee.
Journeyman: Can become foreman, general foreman, estimator or contractor.

How to Apply

The Pocatello and S.E. Idaho State Sheet Metal Workers JATC maintains qualified applicant lists in Pocatello, Idaho. Requests for application can be made by applying in person at the above address or by requesting by mail. Applicants will be notified by mail of the time and place of interviews.

Completion Procedure

Upon completion of the program the apprentice will receive a Certificate of Completion from the Department of Labor, Apprenticeship and Training Program. The Pocatello & S.E. Idaho Sheet Metal Workers JATC Apprentice Training Center has been accredited by the International Training Institute and completion of the program earns college credit recognized by the Ivy Tech State College in Indianapolis, IN.



Eastern Idaho Electrical JATC

Local #449 * 8450 South 5th Avenue, Pocatello, ID 83204 *
(208) 232-4300

What is a Union Electrician Apprentice

A worker, under an indenture agreement, who learns a trade by working on the job with journeyman supervision and classroom instruction. The apprenticeship is to include not less than 8,000 hours of reasonably continuous work, plus classroom instruction to cover 900 hours of related training.

What We Do

“Training Electrical Craftsmen of the Future”

At the Eastern Idaho Electrical JATC we train Craftsmen to build the Electrical Infrastructure of Tomorrow. Due to the unique Commercial and Industrial Work base in Southeast Idaho, participants of our program have consistently received exposure to more facets of the industry than participants of state sponsored Electrical Apprentice programs and other JATC's nationwide.

While the average electrical consumer perceives an "Electrician" as the person called to fix the outlet in the bathroom when their hair dryer no longer works, or summoned when it's time to build the home of their dreams; the scope of the job far surpasses the black/white/green wire of the Romex which wires your home.

Being privy to a pool of Electrical Contractors, *some the largest in Idaho*, you will find yourself working anywhere from nuclear facilities and large industrial and commercial food processing plants, to building shopping malls, power substations and traffic signal lights.

Being hosted by a relatively small local electrical union, IBEW Local #449 members have had to step up and meet the challenges of an ever-changing industry in such a diverse work environment. Where the job title of "Journeyman Wireman" carries with it additional titles such as: Welder, Heavy Equipment Operator, and Concrete Worker to Cable Splicer, Instrumentation Technician and *even* Programmer.

Completion of our program brings with it the responsibilities of living up to a reputation that will precede you not only tomorrow, but in the years to follow as you find yourself working on large construction projects outside of Idaho. Following those who have gone before leaving large footprints for you to fill. The Eastern Idaho JATC is here to provide you with the training you need today and tomorrow to step up and meet the challenge.

How We Do It

Proficiency in a skilled trade is attained by completing an apprenticeship. Apprenticeships consist of a combination of schooling and supervised on-the-job training. The Eastern Idaho Electrical JATC currently utilizes a nationally recognized training program developed by the National Joint Apprenticeship Committee. The program's on-going development has led to the creation of an internationally recognized apprenticeship, a model for other countries to be envious of. And one that has been dually recognized by the American Counsel on Education which makes credit recommendations of 52 semester hours towards an associate or bachelors degree in applied technology.

What are the Wages & Benefits?

Apprentices are provided with good wages and benefits, which include:

- Health Insurance
- Pension & Retirement Plans
- Multi-Employer Labor Pool
- No Tuition for Related Training
- Guaranteed Constant Wage Rates

Sample Wages & Benefits for Eastern Counties CBA that include: Bannock, Bear Lake, Bingham, Bonneville, Butte, Caribou, Clark, Custer, Franklin, Fremont, Jefferson, Lemhi, Madison, Oneida, Power and Teton Counties in Idaho Based on Estimated Journeyman Rate of \$26.80 Hour (rev 9/2012)

% of Journeyman Rate	Minimum OJT Hours	Wages	Estimated Union Benefits	Total
1st Term - 50%	0-1,000	13.40 hr	5.50 hr	18.90 hr
2nd Term - 55%	1,000-2,000	14.74 hr	5.50 hr	20.24 hr
3rd Term - 60%	2,000-3,500	16.08 hr	8.35 hr	24.43 hr
4th Term - 65%	3,500-5,000	17.42 hr	8.34 hr	26.01 hr
5th Term - 70%	5,000-6,500	18.76 hr	8.83 hr	27.59 hr
6th Term - 80%	6,500-8,000	21.44 hr	9.30 hr	30.74 hr

Sample Wages & Benefits for Western Counties CBA that include: Blaine, Camas, Cassia, Gooding, Jerome, Lincoln, Minidoka and Twin Falls Counties in Idaho Based on Estimated Journeyman Rate of \$22.75 Hour (rev 9/2012)

% of Journeyman Rate	Minimum OJT Hours	Wages	Estimated Union Benefits	Total
1st Term - 50%	0-1,000	11.38 hr	4.75. hr	16.13 hr
2nd Term - 55%	1,000-2,000	12.51 hr	4.75 hr	17.26 hr
3rd Term - 60%	2,000-3,500	13.65 hr	6.85 hr	20.50 hr
4th Term - 65%	3,500-5,000	14.79 hr	7.03 hr	21.82 hr
5th Term - 70%	5,000-6,500	15.93 hr	7.20 hr	23.13 hr
6th Term - 80%	6,500-8,000	18.20 hr	7.55 hr	25.75 hr

What Are My Expenses?

There are a few costs that you should consider, such as:

- Tools, Books & Application Fee
- Transportation
- Special Clothing for Harsh Environments
- Dues & Working Assessments

Step 1 – How Do I Qualify?

Applicants must show proof of the following:

- Be at least 18 years of age
- *AND* must be a high school graduate or have received a GED
- *AND* must have completed on full credit of high school algebra with passing grades or one post-high school algebra credit with passing grades
 - ✓ ***Positive documentation is required by official transcript showing courses and grades from High School and/or College***
- *AND* possess a valid Driver's License
- *AND* have completed an application with the above documentation attached before the cutoff date

Individuals that have the following documented, do not need to meet the requirement of High School Graduation/GED, Algebra or Aptitude Test:

- A minimum of 4,000 hours of electrical construction work experience recognized by the State of Idaho Electrical Division (*copy required*)

Step 2 – Applications

You may request an application by contacting the JATC at (208) 232-4300. **A \$25.00 Application Fee is required.**

Upon receiving the \$25.00 application fee, an application will be mailed to you. Applications can also be obtained from the JATC Office, weekdays, from 9 am until 5 pm. Please submit with your application the required documentation listed above, a resume, letters of recommendation, and/or a DD214 showing any related military training.

All applications and required documentation must be completed and returned to the JATC Office to be considered for this current application period.

The deadline for application is as follows:

- 1st Quarter Selection: February 28
- 2nd Quarter Selection: May 31
- 3rd Quarter Selection: August 30
- 4th Quarter Selection: November 30

Step 3 – Aptitude Test

The Aptitude test covers Algebra and Reading Comprehension. Qualified applicants will be notified of the Aptitude Test Date, time and location. All applications must be completed and returned with required documentation to qualify for the next Aptitude Test. You must bring a valid Driver's License with you to the Aptitude Test for identification purposes. A score of 4 or above must be obtained to proceed to the oral interviews.

Step 4 – Oral Interview

Applicants who qualify for an oral interview will be notified of the interview date and time. Applicants will be interviewed by a committee representing both NECA and IBEW. The committee will consider such attributes as:

*Education * Ability/Skills * Work Experience * Reliability*
*Interest * Attitude * Judgment * Cooperation*

Step 5 – Ranking & Indenturing

Based on the interview, applicants will receive an overall ranking score. Applicants will then be ranked on a list according to this final score. As new positions become available in the apprenticeship program, names will be taken off the list in the order that the names appear.

Applicant names will remain on this list for up to 2 years. If you have not been selected within the 2 year period you may reapply at the end of the 2 year period. However, you may request to re-interview **AFTER** 1 year if you have made significant changes to your qualifications such as education or related work experience. Prior to being indentured, applicants selected from the pool of interviewed applicants must be at least 18 years of age, possess a valid Driver's License, and will be required to pass a drug test before an indenture agreement can be signed.

If accepted into the program you may request credit for previous work experience you obtained. Proper documentation will be required. The Committee's decision will be final.

The recruitment, selection, employment, and training of apprentices during their apprenticeship, shall be without discrimination because of race, color, religion, national origin, sex or age - except the applicant must be at least 18 years of age to apply and 18 years of age at the time of indenture. The JATC does not, and will not, discriminate against a qualified individual with a disability because of the disability of such individual. The sponsor will take affirmative action to provide equal opportunity in apprenticeship and will operate the apprenticeship program as required under applicable law and lawful regulations issued thereunder.

Prior to being indentured, applicants selected from the pool of interviewed applicants must be at least 18 years of age, possess a valid Driver's License, and will be required to pass a drug test before an indenture agreement can be signed. If accepted into the program you may request credit for previous work experience you obtained. Proper documentation will be required. The Committee's decision will be final.



International Union of Elevator Constructors JAC



Local #38 * 138 South 1400 West * Salt Lake City, UT *
(801) 467-1051

Mission Statement

The National Elevator Industry Education Program (NEIEP) is a joint labor-management educational trust fund serving the International Union of Elevator Constructors (IUEC) and the employers who employ its members. Some of NEIEP's main responsibilities are to manage and direct the implementation of curricula; design, administer and monitor probationary training and evaluation programs for all new hires entering the trade; administer a home study program for eligible students; and for instructors – conduct initial through advanced level seminars to improve teaching skills and techniques. The overall mission of NEIEP is to improve the knowledge and skills of apprentices and mechanics not only for their benefit, but also for the benefit of their employer and the industry.

Nature of the Work

Apprentices are responsible for assisting in the installation, maintenance, and repair of passenger and freight elevators, escalators, dumbwaiters, and moving sidewalks under the direction of a Mechanic.

Term of Apprenticeship

The term of apprenticeship shall consist of (4) years with a minimum on-the-job learning (OJL) attainment of 6,800 hours supplemented by the required hours of related instruction.

Apprenticeship Qualifications

7. All applicants shall be at least (18) years of age.
8. Applicants shall be high school graduates or provide proof of equivalent educational attainment such as successful completion of the General Education Development (GED) tests. Each applicant shall submit, with the completed application, a high school diploma or official report of GED test results.
9. All applicants shall pass an examination designed to test the applicant's reading and math skills and aptitude for employment in the elevator industry.
10. Upon selection, pass a valid drug test (paid for by employer).
11. Be capable of performing the physical requirements of the job without posing a direct threat to the health and safety of themselves or others.
12. Consent to a post offer pre-hire medical exam.

Application Process

Interested individuals must apply through an open recruitment and complete the recruitment process, which consists of an application, an aptitude test, and an interview. Application requests are made in person or by mail. Applications are only accepted during open recruitment periods. For open recruitment information, visit our website to contact the Local Area Coordinator for your region.

Application materials, including the completed Apprenticeship application and a copy of your high school diploma or GED certificate, are mailed to the local Joint Apprenticeship Committee (JAC) or Local Area Coordinator as indicated in the recruitment advertisement. Mailing information varies throughout the country and for each recruitment. Specific address information will be provided in the recruitment's advertisement.

Application deadlines will be provided in the recruitment advertisement and vary per recruitment. Upon submission of application, there are two more steps before one can be considered for apprenticeship: the Elevator Industry Aptitude Test (EIAT) and the interview.

Wage Scale

<i>Probationary Apprentice</i>	<i>(0 – 6 Months)</i>	<i>50% of Mechanic's (Journey) Rate</i>
First-Year Apprentice	Probationary Hours – 1,700 Hrs	55% “ “ plus Fringe Benefits
Second-Year Apprentice	(1,700 – 3,400) Hours	65% “ “ plus Fringe Benefits
Third-Year Apprentice	(3,400 – 5,100) Hours	70% “ “ plus Fringe Benefits
Fourth-Year Apprentice	(5,100 – 6,800) Hours	80% “ “ plus Fringe Benefits

Probationary Period

Each applicant selected for apprenticeship shall serve a probationary period of 6 months of on-the-job learning (OJL). Probationary apprentices shall advance from the fifty (50) percent wage rate to the first-year apprentice wage rate upon completion of six (6) months in the elevator industry, provided such probationary apprentices have worked a minimum of one hundred (100) hours in each thirty (30) day period during the six (6) months.



Jobs, America's Best Paying Blue-Collar Jobs, Klaus Kneale, 06.10.09, 6:59 PM ET

http://www.forbes.com/2009/06/10/paying-blue-collar-leadership-jobs_print.html

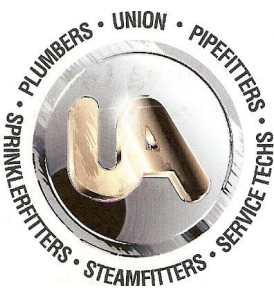
It's a hard time for almost everyone right now, but it's especially hard for the workers who don't have a college education. In 2008 the unemployment rate was 9% for people with less than a high school diploma, 5.7% for high school graduates, 2.8% for college graduates and 2% for people with doctorates. Those numbers are all worse now, but they show that blue collar workers have been especially hard hit.

Still, there are blue-collar jobs out there in high enough demand to pay surprisingly well. We've put together a list of the 20 best paying ones. The numbers used for the list are drawn from the government's Occupational Employment and Wage estimates. They are based on data from 2008.

In Pictures: America's Best-Paying Blue Collar Jobs

Topping the list are elevator installers and repairers, who earn an average of \$32.57 an hour. That's \$12 more per hour than the national average for all jobs, and it amounts to about \$67,750 a year, far above the national salary average of \$42,270...

...Of course, blue-collar work does not mean unskilled work. Many of these jobs, especially the highest paid ones, require extensive training, both in schools and in apprenticeships. These apprenticeships can take as much as four or five years.



EASTERN IDAHO PLUMBERS and PIPEFITTERS JATC

Local #648 * 456 N. Arthur, Suite 4, Pocatello, ID 83204 *
(208) 232-6806 * ualocal648.org

PROFESSIONAL TRADE EDUCATION SINCE 1947

Sponsored jointly by the Union Contracts Group of Idaho and the United Association of Plumbers & Pipe Fitters Locals 296, Boise and 648, Pocatello. Training facilities are located in Meridian and Blackfoot. The Idaho Apprenticeship schools teach individuals how to become Plumbers, Pipe Fitters, and HVAC Technicians.

ENTRY REQUIREMENTS

- Must be at least 18 years of age
- Birth Certificate or other such document for proof of age
- High School Diploma and Transcripts or High School Equivalency (GED) Certificate and official report on test results
- Provide proof of citizenship or proper legal work permits
- Appear for interview when notified
- If you are currently working in the industry, please call for further information about becoming a Union Member

COMPLETION GUIDELINES

Complete the 5 year Apprenticeship Training Program as follows:

- Attend class 2 evenings per week, 7 - 10:00 p.m., and some Saturdays (September through April).
- Complete 1,230 hours of classroom training
- Complete 10,000 hours of on-the-job training
- Maintain a passing score of no less than 70% in all classes



**Training is the
backbone of the
construction
industry**

AREAS OF STUDY

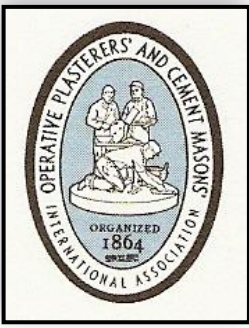
Blueprint Reading * Isometric Drawing * Pipe Bending * Trade Related Mathematics & Science
Soldering & Brazing * Welding * Rigging & Soldering * Water Supply & Drainage * Computer Aided
Drafting (CAD) * Steam & Hydronic Systems * Refrigeration Systems * Plumbing Code * Refrigeration

CERTIFICATIONS OFFERED

*OSHA Safety Training * Medical Gas Installer * Backflow Prevention * Welding * Rigging & Signaling*

THIS COULD BE YOUR OPPORTUNITY FOR A GREAT FUTURE! - **“THE CHOICE IS YOURS”**

Just because you don't want, can't afford, or aren't interested in college, it isn't necessary to wander around and suffer through years of no training for job up-grading. There's a better move for you. All you need to do is pick up the phone and call.



Oregon, S.W. Washington, Idaho Plasterers JAC

Local 629 (Area 219) * Chubbuck, Idaho * (208) 241-8949
JATC * 12812 N.E. Marx Street, Portland, OR 97230 * (503) 408-8555

Job Description

Plasterers finish interior walls and ceilings of residential and commercial buildings, apply plaster on masonry, metal and wire lath or gypsum. They also apply cement on masonry, metal and wire lath (stucco). Most of these finishes are applied by hand. Apprentices must be physically capable of performing all phases of the trade, as well as mobile with reliable transportation with the ability to travel to various job locations daily.

Working Conditions

Plasterers perform about 75 percent of their work outside on scaffolds. The work is often seasonal, depending on weather conditions, with intermittent periods of unemployment, and involves heavy lifting, bending, climbing and standing.

Applications will be scored and ranked after the completion of interviews. Each applicant will be notified as of their placing on the Ranked Pool of Eligibles.

Qualified applicants will be scored and ranked using the following documentation:

Documented Work Experience
Diploma or GED
Valid Driver's License
Current First-Aid/CPR Card
Military Service

Minimum Qualifications

18 years of age
High School Diploma or GED equivalent

Note: Applicants must submit non-returnable proof of age, high school transcripts or GED certificate at the time of application

Employers may require valid driver's license and drug testing

Education (related to the occupation/trades)

WE STRONGLY ENCOURAGE

WOMEN & MINORITIES TO APPLY

VETERANS who have GI Benefits may use them in this program

Benefits

Training

*Apprenticeship programs combine classroom and **earn as you learn hands-on training** covering every aspect of our trades. Any journeyman upgrading programs keep our members safe and sharp with the latest developments in the industry*

Earn More

It's a proven fact that members of a trade union make more money than their counter-parts who are not in a union

Retirement

Union members have money set aside for them into a pension plan for every hour they work

Medical Insurance

Union members have group health insurance plans that provide for you and your family when you need it most



Oregon, S.W. Washington, Idaho Cement Masons JATC

Local 629 (Area 219) * Chubbuck, Idaho * (208) 241-8949
JATC * 12812 N.E. Marx Street, Portland, OR 97230 * (503) 408-8555

What is a Cement Mason?

- Cement Masons level freshly-poured concrete and then apply a final finish to the concrete surface. The results of our work can be seen on sidewalks, curbs, bridges and roads, as well as floors and walls of buildings – anything made of concrete.

How do I learn to become a Cement Mason?

- You must have a high school diploma or GED and be 18 years of age. Call us at **(208) 887-4769** and we'll tell you when and how to apply to become a Cement Mason Apprentice.

What is an Apprenticeship?

- Apprenticeship has been around for hundreds of years. An apprentice gains skills and knowledge by working directly with experienced Journeymen.
- We have developed a state-of-the-art training facility and instructor staff with over 50 years of collective experience.
- Our curriculum includes everything from hands-on rider trowel operation, blue print reading and survey, to construction math.
- Our Apprenticeship Program provides **6,000** hours of supervised hands-on training, along with **440** hours of classroom instruction.

A standardized and well trained workforce is the backbone of concrete construction. When you are dealing with live products, you need it done right the first time. We are committed to Journeyman and Apprentice training that exceeds the standards of the industry. We fund it, we work at it, and we're proud of it!

Wage Increase Schedule

The progressive wage rate to be paid the apprentice is:

<i>1st 1,000 hour period</i>	<i>60% of average wage</i>
<i>2nd 1,000 hour period</i>	<i>65% of average wage</i>
<i>3rd 1,000 hour period</i>	<i>70% of average wage</i>
<i>4th 1,000 hour period</i>	<i>75% of average wage</i>
<i>5th 1,000 hour period</i>	<i>80% of average wage</i>
<i>6th 1,000 hour period</i>	<i>90% of average wage</i>

How much will it cost?

- ***There are no out-of-pocket costs for your training.*** We do expect every apprentice to come prepared, ready to learn, and dedicated to their success in our program.

Are there good benefits and wages?

- Skilled Journeymen can earn wages that exceed many jobs that require a four-year college degree.
- You will also have health care insurance and a real pension ***that doesn't come out of your take-home pay.***
- Apprentices start at 60% of Journeyman rate, but ***your benefits accrue from day one.***

How can I prepare myself?

- Reliable transportation is a must!

NORTHERN IDAHO UNION APPRENTICESHIP ORGANIZATIONS

The following list contains names of organizations that are responsible for apprenticeship programs for specific occupations in Northern Idaho. If these organizations do not have apprenticeship openings, contact the Bureau of Apprenticeship and Training at (208) 321-2972 for other possibilities.

Western States Operating Engineers Institute of Training

– IUOE Local 370

P.O. Box 210, Spangle, WA 99031-0210

(509) 235-9393 www.iuoe370.org

OCCUPATIONS: Heavy Duty Mechanics
Heavy Equip Operators, Surveyor Assistants

Inland Northwest Masonry JATC

– BAC Local 3

3923 E. Main

Spokane, WA 99202

(509) 327-2774 www.bacwim3.com

OCCUPATIONS: Bricklayers

Inland Empire Electrical JATC

– IBEW Local 73

3210 E. Ferry

Spokane, WA 99202

(509) 534-0922 www.73jatc.org

OCCUPATIONS: Inside Electricians

Pacific N.W. Ironworkers & Employers Apprenticeship & Training Committee

– Ironworkers Local 14

16610 E. Euclid

Spokane, WA 99216

(509) 922-3577

OCCUPATIONS: Iron Workers

Northwest Line JATC

– IBEW Local 77

6162 NE 80th Avenue

Portland, OR 97218

(360) 816-7100 www.nwlinejatc.com

OCCUPATIONS: Outside Lineman

N.W. Laborers – Emp. Training Trust Fund – LIUNA Local 238

3921 E. Francis Avenue

Spokane, WA 99217 www.nwlett.org

(509) 467-5239 (800) 554-4457

OCCUPATIONS: Building Construction
Heavy/Highway Construction
Hazardous Waste Removal

NW Power Line Clearance & Tree Trimming JATC

– IBEW Local 77

9817 NE 54th Street, Ste 101

Vancouver, WA 98662

(206) 323-0585 www.nwlinejatc.com

www.nwpowerlinetreetrimmer.org

OCCUPATIONS:
Powerline Clearance & Tree Trimming

N.E. WA – N. ID Sheet Metal JATC

– SMW Local 55

7209 E. Trent Avenue

Spokane, WA 99212

(509) 928-5009 www.smtt.org

OCCUPATIONS: Sheet Metal

NORTHERN IDAHO UNION APPRENTICESHIP ORGANIZATIONS

Continued

Boilermakers JATC

– Boilermakers Local 242

6404 N. Pittsburg, Spokane, WA 99217
(509) 489-1891 boilermakerslocal242.org
819 N. Navajo, Units 6&7, Page, AZ 86040
(928) 645-0277

OCCUPATIONS: Install & repair boilers

Inland Empire Plumbers & Pipefitters JATC

– UA Local 44

3915 E Main Street
Spokane, WA 99202
(509) 624-5258 [no website](#)

OCCUPATIONS: Plumbers / Refrigeration Fitters
/ Steam Fitters / Pipe Fitters

Teamsters/AGC Training Center

– Teamsters Local 690

2410 East St. Helens Street
Pasco, WA 99301
(509) 545-8297 www.teamsterstraining.org
(888) 600-8297

OCCUPATIONS: Construction Truck Drivers

Inland Empire Roofers & Employers JATC

– Roofers Local 189

315 W. Mission Avenue, #24
Spokane, WA
(509) 327-2322 [no website](#)

OCCUPATIONS: Roofing & Waterproofing

E. Washington/N. Idaho Cement Masons JATC

– OPCM Local 72

2110 N. Francher Way
Spokane Valley, WA 99212
(509) 326-0575
opcmialocal72.org/apprenticeship

OCCUPATIONS: Cement Masons

Int'l. Union of Elevator Constructors JATC

– Elevator Constructors Local 19

2264-15th Avenue West
Seattle, WA 98119
(206) 282-4885 iuec19.org

OCCUPATIONS: Install, Maintain & Repair
Elevators, Escalators, Walking
Sidewalks

Heat & Frost Insulators and Allied Workers

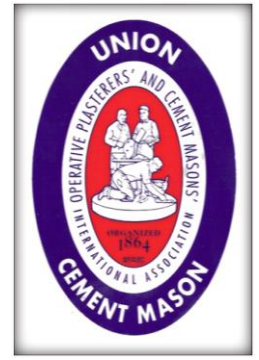
– IAHFIAW Local 82

3919 E. Main Avenue
Spokane, WA 99202
(509) 328-5439 [no website](#)

OCCUPATIONS: Application of mechanical
Insulation, Maintenance repair

E. Washington & N. Idaho Cement Masons JATC

Local 72 * 2110 N. Francher Way, Spokane Valley, WA, 99212 *
(509) 326-0575 * www.opcmialocal72.org/apprenticeship



Cement Masons

Cement Masons are highly skilled craftsmen who perform a wide range of construction jobs. The following are some of the jobs cement masons perform:

- Pouring and finishing residential and commercial concrete slabs
- Pouring and finishing driveways, sidewalks, steps, and decorative concrete
- Patching and repairing new and existing concrete
- Applying concrete coatings, toppings, and sealers

Employment Outlook

The construction industry is thriving in Eastern Washington and Northern Idaho, creating a strong demand for qualified cement masons. There are job opportunities in all phases of the trade, including commercial flatwork, residential flatwork, sidewalk/curb and gutter, heavy highway paving, and patching and repair work.

Wages and Benefits

Union journeyman cement masons earn \$26.41 (zone 1) and \$28.41 (zone 2) per hour, *plus benefits*. Health, Dental, and Vision insurance plus a retirement plan are part of the union benefit package.

Apprenticeship Opportunities

The Cement Mason Apprenticeship Program provides a free six week training course every spring for new apprentices. Entry level apprentices begin at 60% of journeyman level wages. The apprenticeship program is a 4,000 hour program, with apprentices earning a wage increase of 10% every 1,000 hours.

Applications

Applications may be obtained at the any one of the following addresses:

Contact Person: Jim Geren

Spokane Community College

Apprenticeship & Journeyman Training Center

Phone: (509) 326-0575 * Mobile: (509) 939-9424

E. Washington & N. Idaho Cement Masons JATC

2110 N. Francher Way, Spokane Valley, WA 99212

OP&CMIA Local #72

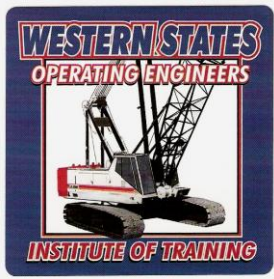
3921 E. Main, Spokane, WA 99202

EEO Policy: *The recruitment, selection, employment, and training of apprentices shall be without discrimination because of race, religion, national origin, or sex.*

Qualifications:

- *Must be 18 years of age.*
- *Must have a valid driver's license and social security card*
- *Must have a high school diploma or G.E.D.*
- *Must be able to meet the physical requirements of the trade.*
- *Must be able to pass a drug test.*





Western States International Union of Operating Engineers

Local #370 * P.O. Box 210, 23500 S. Operating Engineers Lane, Spangle, WA 99031
(509) 235-9393

APPRENTICESHIP PROGRAMS

Apprentices are members of a production force as they train on the job and in the classroom.

- Apprentices are paid wages and work a regular work week (*earn-as-they-learn*)
- Experience indicates that apprentices are:
 - more motivated and learn their jobs faster
 - attain craft worker status sooner
 - more likely to become supervisors than workers trained other ways
- Opportunities for employment and advancement open up with the *recognition* that the *apprentices are now skilled craft workers*.
- At the end of their apprenticeship, they receive certificates similar to the diplomas awarded the engineering graduates of universities.

REGISTERED APPRENTICESHIP

Registered apprenticeship describes those apprenticeship programs which met specific federally ***approved standards designed to safeguard the welfare of apprentices*** and which are registered with the Bureau of Apprenticeship and Training (BAT), U.S. Department of Labor, or one of 27 State apprenticeship agencies or councils (SAC) approved by BAT. ***It is a relationship between an employer and employee during which the worker, or apprentice, learns an occupation in a structured program sponsored jointly by employers and labor unions or operated by employers and employer associations.***

SELECTION PROCEDURES

All individuals interested in becoming an apprentice must first complete the eight (8) week Safety and Orientation class. The standard tuition fee will be charged to all individuals who participate in this class.

Selection into this program is a two-step process. First, an applicant must be successful in getting into the Safety and orientation class, and secondly, applicants will be placed into the apprenticeship based upon their performance in this class. The apprenticeship program will keep a detailed applicant log. This log will track each applicant's progress through the selection process.

If, for the Safety and Orientation class, there are more applicants who meet the minimum qualifications and can pay the required tuition fee, than there are slots available, all applicants will be interviewed. If there are slots available for all eligible applicants the interviews can be bypassed and all of the eligible applicants may advance to the Safety and orientation class. When interviews are necessary, all interviewed applicants will be scored on a point based system. The highest scoring applicants will be selected for the available openings in the Safety and orientation class. The Safety and Orientation class is an eight (8) week - 320 hour long program. While in this program each individual will be evaluated by their instructors for attendance, attitude, safety and school performance. Each applicant's weekly evaluation will be totaled at the end of the Safety and Orientation class.

***Since 1964
WSOEIT has had a
state-of-the-art
registered and
approved
apprenticeship
and training
program with both
the U.S.
Department of
Labor and the
Washington State
Apprenticeship
Council.***

***Apprenticeship
has been, and is
today, the back
bone of the
construction
industry.***

***We take great
pride in leading
the way for today
and tomorrow's
apprentices.***

A ranked list of the individuals who have completed the Safety and Orientation class will be created. Each individual will be placed on this list based on their overall total score achieved while in the safety and orientation class. This ranked list will constitute the eligible apprenticeship pool list. Individuals will be dispatched from this list in proper chronological order.

CONSTRUCTION EQUIPMENT OPERATOR

The 'Construction Equipment Operator' commonly operates heavy equipment and machinery that are found in today's construction industry. An example of the types' equipment operated includes, but is not limited to, bulldozers, track type and rubber tired backhoes, rubber tire loaders, motor graders, scrapers, rollers, boom trucks, forklifts, laser controlled equipment and the operation of automatic machine control. *The apprentice 'Construction Equipment Operator' will also perform other duties that commonly relate to his/her classification.*



Construction Equipment Operator

- | | |
|--|-------------|
| 1. Track type equipment | 1,500 Hours |
| 2. Rubber tire type equipment | 1,500 Hours |
| 3. Lifting type equipment | 1,500 Hours |
| 4. Stationary and miscellaneous type equipment | 1,500 Hours |
| 5. Machine control | 2,000 Hours |

Total Term of Apprenticeship

8,000 Hours

HOISTING ENGINEER

'Hoisting Engineer' commonly operates the various large types of cranes that are found in today's construction industry. An example of the type of training that a 'Hoisting Engineer' receives includes, but is not limited to, rigging the load, signaling the load, pre-operational checks, operating the crane, inspecting the crane, maintaining the crane and repairing the crane. *The apprentice 'Hoisting Engineer' will also perform other duties that are commonly related to his or her classification.*



Hoisting Engineer

- | | |
|---------------------------------------|-------------|
| 4. Rigging and transporting | 3,000 Hours |
| 5. Crane operation and maintenance | 3,000 Hours |
| 6. Compliance, rules, and regulations | 2,000 Hours |

Total Term of Apprenticeship

8,000 Hours

MECHANIC REPAIR PERSON

A 'Heavy Duty Mechanic Repair Person' commonly performs maintenance and repair on various kinds and pieces of heavy equipment. An example includes, but is not limited to, greasing and oiling, minor adjustments, repair of engine braking systems and trouble shooting, standard transmissions, instrument panels and automatic machine control applications and installations, as well as calibrations. *The apprentice 'Heavy Duty Mechanic Repair Person' will also perform other duties commonly related to his/her classification.*



Mechanic Repair Person

- | | |
|---|-------------|
| 1. Preventative maintenance and service | 1,500 Hours |
| 2. Engines | 1,500 Hours |
| 3. Power trains | 1,500 Hours |
| 4. Control systems | 1,500 Hours |
| 5. Machine control | 2,000 Hours |

Total Term of Apprenticeship

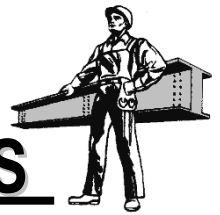
8,000 Hours

APPLICATION PROCESS

- Age:** Not less than eighteen (18) years of age.
- Education:** High School graduate or have a GED
- Physical:** Applicants shall be physically able to perform the work - physical or physician's evaluation may be required.
- Testing:** For acceptance, applicants must pass our drug screening criteria.
- Other:** Current and valid driver's license. Successful completion of the Safety and Orientation training.

PACIFIC NORTHWEST IRONWORKERS & EMPLOYERS JATC#14

*SERVING EASTERN WASHINGTON,
NORTH IDAHO AND WESTERN MONTANA*



ANNOUNCEMENT OF OPPORTUNITIES

THE PACIFIC NORTHWEST IRONWORKERS AND EMPLOYERS JOINT APPRENTICESHIP AND TRAINING COMMITTEE #14, TAKES APPLICATIONS FOR APPRENTICESHIP ON A YEAR-ROUND BASIS. ALL INTERESTED PERSONS MAY OBTAIN APPLICATIONS AT THE FOLLOWING LOCATIONS:

IRONWORKERS APPRENTICESHIP TRAINING CENTER

16610 E. EUCLID
SPOKANE, WA 99216

WEDNESDAYS 9:00 A.M. - 1:00 P.M.
(509) 922-3577

IRONWORKERS LOCAL #14 UNION HALL

824 W. LEWIS ST., SUITE 101
PASCO, WA 99301

WEDNESDAYS 8 A.M. - 12:00
(509) 547- 2911

IRONWORKERS LOCAL #14 UNION HALL

201 N. RUSSELL
Missoula, MT 59801
(406) 829-9051, Call for appointment



VISIT THESE WEB SITES AT: <http://nwiw.com> <http://apprenticeship.wa.gov>
<http://www.jatc14@nwiw.com>

ALL APPLICANTS MUST BE A MINIMUM OF 18 YEARS OF AGE. HIGH SCHOOL GRADUATE OR GED IS PREFERRED, MUST BE ABLE TO PERFORM THE RIGOROUS MANUAL LABOR REQUIRED BY THE TRADE AND HAVE A NATURAL ABILITY TO WORK SAFELY AT HIGH ELEVATIONS WITH A GOOD SENSE OF BALANCE. YOU MUST BE ABLE TO READ WRITE AND SPEAK THE ENGLISH LANGUAGE.

CONDITIONS OF EMPLOYMENT INCLUDE: VALID DRIVERS LICENSE AND SOCIAL SECURITY CARD, OBLIGATION FEE TO LOCAL UNION AND UNION DUES. ELIGIBLE CANDIDATES WILL BE SUBJECT TO A PRE-EMPLOYMENT DRUG SCREEN UPON DISPATCH AND PARTICIPATE THE DRUG FREE WORKPLACE PROGRAM. ALL IRONWORKERS MAY BE SUBJECT TO DRUG SCREEN BY EMPLOYER TO ENSURE A DRUG FREE WORK PLACE FOR EVERYONE. ALL IRONWORKERS ARE DISPATCHED TO JOBS.

TERMS OF THE TRAINING AGREEMENT ARE 6,000 - 8,000 HOURS OF ON-THE-JOB TRAINING, 1,500 HOURS PROBATION, PLUS 204 HOURS MINIMUM OF NON-COMPENSATED CLASSROOM RELATED TRAINING PER YEAR FOR FOUR YEARS IN SPOKANE, WA AT THE IRONWORKERS TRAINING CENTER.

SELECTION OF APPRENTICES IS BASED ON QUALIFICATIONS AND OBJECTIVE EVALUATION, WITHOUT REGARD TO RACE, CREED, COLOR, NATIONAL ORIGIN, OR SEX. THIS PROGRAM IS OPERATED ON A COMPLETELY NON-DISCRIMINATORY BASIS. ALL INTERESTED PERSONS ARE ENCOURAGED TO APPLY.

☆Pacific NW Ironworkers are committed to Equal Employment Opportunities. ☆



Pacific Northwest Ironworkers

Apprentice Selection Procedure

All applicants seeking employment under Ironworkers Local #14 who have less than journeyman skills must follow a certain procedure. This pertains to everyone with or without experience related to the trade.

1) All applicants must complete a formal application.

- a) All applicants must show proof of valid driver's license and social security card.
- b) Applications and Highlights may be picked up at the Training Center.
- c) Applicant will be told of the application process.
- d) Applicant will be shown the evaluation sheet and told how he/she can accumulate points, including letters of recommendation.
- e) Applicant will be shown a set of standards and may request a copy.

2) When the applicant completes the application;

- a) The applicant will be put on the Qualified Applicant List.
- b) The applicant will be reminded to provide letters of recommendation.
- c) The applicant will be notified of scheduled interview date.
- d) The applicant must maintain eligibility by making contact with our office on a regular basis

3) All qualified applicants are notified of Interview date.

- a) Interviews are held during regularly scheduled JATC meetings.
- b) Applicants will be notified by phone and/or postcard.
- c) Applicants will be evaluated and scored at the time of interview.

4) All evaluated applicants are put on the Eligible Candidates List.

- a) Applicants are posted to the list in sequence, according to their average score.
- b) Applicants must maintain eligibility by making contact with our office on a regular basis.
- c) *Should an applicant submit additional information (letters of recommendation) after the initial interview, the applicant may be re-evaluated for additional points.

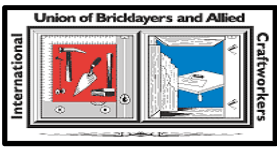
5) When the Local Union needs one or more *new apprentices, on a job or the Apprenticeship Training Center schedules an Ironworkers Related Training Class, we then contact the eligible candidate with the highest points.

- a) The eligible candidate must then complete 20 hours of Safety & Orientation, which includes the Indenture Process and all related paperwork.
- b) All eligible candidates must enter the Drug Free Workplace Program upon dispatch prior to going to work.
- c) All eligible candidates must pay obligation fee to the local union and maintain monthly dues to be eligible for work.

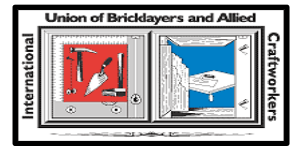
6) The first 1500 hours of employment is a probationary period. During this time the apprentice's performance is evaluated and maybe submitted to the JATC for acceptance or cancellation of apprentice agreement.

7) Any applicant who believes he or she has been discriminated against on the basis of race, color, religion, national origin or sex may register a written complaint.

☆Pacific NW Ironworkers are committed to Equal Employment Opportunities.☆



Bricklayers & Allied Craftworkers



Inland Northwest Masonry JATC

Local #3 WA-ID-MT * 3923 E. Main, Spokane, WA, 99202 *
(509) 327-2774 * www.bacwim3.com

History & Facts

Chartered on September 4th, 1890, the current jurisdiction of Bricklayers & Allied Craftworkers Local 3 is the Eastern half of Washington, entire state of Idaho and Montana. There are currently 496 BAC members involved with Local 3.

What We Do

- **Bricklayers**, also called Brick masons, lay building material such as brick, cinder block, glass block and terra cotta to construct or repair wall, partitions, arches and other structures.
- **Tile setters** apply tile to walls, floors, ceilings following design specification. They also install brick pavers.
- **Pointer-Cleaners-Caulkers** caulk and waterproof new buildings and restore existing buildings with weather proofing methods such as tuck pointing, washing and re-sealing and replacing old caulking.
- **Marble Masons** attach marble, granite and limestone to buildings with mechanical strut systems. They also lay marble and other stone flooring and walks.
- **Stone Masons** build stone structures, such as piers, walls and abutments. They also lay walks, curbstone and stone flooring.
- **Terrazzo Workers** level and grind a mixture of cement and marble chips to make beautiful, long lasting floors, walks and steps.
 - *Tile, Marble, Terrazzo and Brick **finishers** supply the support for Tile setters, Marble Setters, Terrazzo Workers and Bricklayers.*

Apprenticeship Process

For Bricklayers, Tile setters, Pointers-Cleaner-Caulkers, Marble Masons, Stone Masons and Terrazzo Workers. Each apprentice is required to complete 4,900 hours of on-the-job training. In addition, 144 hours per year of related training classes. This includes safety, First-aid, CPR and Blue print reading.

The Inland North West Masonry Joint Apprenticeship Training Committee accepts applications for apprenticeship bricklayer positions throughout the year. This is a 4900-hour program under the direction of the Inland North West Masonry JATC: It includes 144 hours of mandatory related supplemental instructional training classes per year, in conjunction with Spokane Community College. This trade is usually preformed outdoors, with some work indoors; masonry trades require good physical strength and may require travel to include overnight stays. Structures may consist of Brick, Block, Stone, Marble and Granite.

Minimum Qualifications

Age: Be at least 18 years of age.

Education: Applicants shall have completed two year of high school or the Equivalent

Physical: Applicants must be physically fit to perform the work of the trade.

Testing: Employers may request drug testing at any given time.

Other: Applicants must provide documents to support minimum qualifications as stated in Section 3A (Selection Procedures) at time of application. Any of the requirements may be waived by the Committee if an applicant is deemed to be a benefit to the industry, or is a graduate of Job Corp, of Committee approved public school or vocational program, a transfer in good standing from an approved SAC/ATELS apprenticeship program, or a registered Native American who is/or will be working on a TERO project.



The recruitment, selection, employment and training of apprentices shall be without regard to race, color, national origin, age or sex. The sponsor shall take affirmative action to provide equal opportunity in apprenticeship and will operate the apprenticeship program as required by the rules of the Washington State Apprenticeship and Training Council and title 29 Part 30 of the COEE of Federal Labor Regulations. ***Females and minorities particularly encouraged applying.***

BAC Code of Conduct

Our Union is composed of individuals who represent the best in the masonry industry, as well as the labor movement. BAC members show up for work ready and able to produce work of the highest quality, and as Union members they are committed to advancing our Union's causes and promoting the unionized masonry industry. These qualities have distinguished BAC members from the rest for the last 140 years and are embedded as a code of conduct in our acronym 'IUBAC':



Individuals who come to work prepared to give our employer a fair day's work for a fair wage, and to work to the highest standards.

Union through and through—loyal to, respectful of, our brothers and sisters in the trade and the labor movement.

Better because we receive the finest, most comprehensive masonry training in North America.

Accept responsibility for the quality of our work and behavior on the job.

Committed to growing the unionized masonry industry for current and future generations.

This is the Code by which we, as members of the International Union of Bricklayers and Allied Craftworkers, distinguish ourselves, strengthen our industry, and influence contractors, owners and the public that building with BAC is BEST.



Inland Empire Roofers & Employers JATC



Local #189 ID-MT-WA * 315 W. Mission Avenue, #24 *
Spokane, WA * (509) 327-2774

APPRENTICESHIP

Apprenticeship programs sponsored jointly by labor and management on the local union level supply employers with the highly skilled workers who apply the quality roofing and waterproofing systems that keep America's buildings dry. Apprentices learn their craft by training on the job under proper supervision and by studying technical subjects related to the roofing trade. Once apprentices have learned the practical and technical aspects of the work, they graduate to journeyman status. Roofing apprenticeship programs generally run for three years.

How Much Would I Earn?

You earn while you learn the trade. Union journeymen Roofers and Waterproofers earn wages and fringe benefits that are negotiated on their behalf by the union through collective bargaining with roofing contractors. Wages vary according to the geographic location of the local union. They may be as high as \$34.10 per hour, but *generally average around \$24 per hour*. Fringe benefits can include health and welfare contributions that protect the Union Roofer and his or her family with medical coverage, pensions to help the Union Roofer plan for retirement, vacation funds, annuities, and other benefits.

What Type Of Work Will I Do?

Union journeymen Roofers and Waterproofers work on a variety of types of buildings, protecting those facilities against water intrusion and ultimate damage to the structure and its contents. Roofing in the commercial and industrial sector is generally of the built-up type or the single-ply category. In built-up roofing, layers or piles of felt are set in hot bitumen over insulation boards to form a waterproof membrane. An aggregate may be imbedded in a final bitumen coat to protect the membrane from ultraviolet radiation of the sun and other environmental hazards.

Single-ply roofing encompasses all of the newer plastic, thermoplastic polyolefin (TPO), rubber (EPDM) and other elasto-plastic type membranes that have their seams welded by solvent or hot air or glued with contact adhesive to form a monolithic waterproofing membrane. These systems may have a stone or rock or paver block ballast installed over them or they may be partially or totally adhered to the substrate. These systems are also installed over roof insulation boards.

A separate category of roofing is the modified bitumen system that may be applied with hot bitumen or torched-on with high intensity propane burners. Another area of roofing is the

residential type. These applications can also be done in the commercial and industrial sector as well. They include composition shingles, slate, tile and metal roofs.

Waterproofing is a specialty aspect of the roofing trade but is no less important than a roof in protecting a building against moisture intrusion. Waterproofing can be below grade, which is usually foundation work. It can also be done on plaza decks, parking garage floors and other sections of a building where water or moisture protection is crucial. Materials used in waterproofing are generally of the same type used in roofing, although there are many specialty application materials that may be specified for this type of work.

Source of Apprenticeship Applications

Inland Empire Roofers & Employers J.A.T.C.

315 W. Mission, #24

Spokane, WA 99201

(509) 327-2322

Dates Applications are Accepted & When to Apply

Applications are accepted year-round, Monday thru Friday between 9:00 a.m. – 4:00 p.m.

Minimum Qualifications – Applicants shall meet the following minimum qualifications:

Age: 18 or older

Education: Sufficient education to satisfactorily complete the required theoretical instruction.

Physical: Physically able to perform the work of the trade.

Testing: N/A

Other: Shall be working as a roofer/waterproofer helper for a qualified employer. They shall work or show proof of having worked a minimum of 200 hours at the roofing/waterproofing trade.

Applicants are required to:

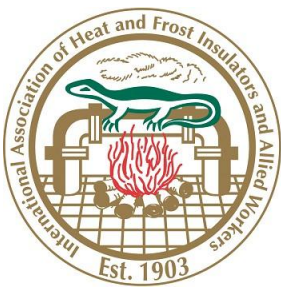
- ✓ Fill out an Application for Apprenticeship form at 315 W. Mission, #24, Spokane, WA
- ✓ Provide proof of age and a copy of drivers license.
 - If the applicant claims credit for any college, military or technical school training, they must submit documentation to verify applicant's attendance.

Availability of Apprenticeship Opportunities

The number of new apprentices accepted will be based upon the needs of the industry.

Equal Opportunity Employment Policy

The recruitment, selection, employment, and training of apprentices shall be without discrimination based on race, religion, national origin, or sex. The sponsor shall take affirmative action to provide equal opportunity in apprenticeship and will operate the apprenticeship program as required by the rules of the Washington State Apprenticeship and Training council and Title 29, Part 30 of the Code of Federal Labor Standards.



International Association of Heat and Frost Insulators & Asbestos Workers JATC

Local #82 * 3919 E. Main Avenue, Spokane, WA 99202 *
(509) 328-5439

NATURE OF THE WORK

Application of mechanical insulation and their protective coverings on new construction and maintenance of existing facilities to include, but not limited to hospitals, office buildings, schools, stores, refineries, nuclear & fossils fuel powerhouses, food processing, paper mills, manufacturing facilities, etc. Mechanical systems are the piping for hot and cold water used for cooling, heating, drinking, steam, etc. Air handling equipment such as ducts, flues, boilers, some machinery and personnel protection.

WORK AREAS

Eastern Washington, Northern Idaho and all of Montana. Applicants must be able and willing to travel within these areas; good dependable transportation is critical. You may be required to spend the “work week” away from home. Daily subsistence and travel pay apply, with some exceptions.

APPRENTICESHIP

The apprenticeship duration is four (4) years, most of which is “on-the-job” training. Apprenticeship training will also include in-class training which is held in Seattle four times a year. Room and board is at your expense during these classes. Pay scale advances every 1,600 hours per year as follows:

1st Year – 1,600 Hours	60% of Journeyman Scale
2nd Year – 1,600 Hours	70% of Journeyman Scale
3rd Year – 1,600 Hours	80% of Journeyman Scale
4th Year – 1,600 Hours	90% of Journeyman Scale

As stated, the nature of the work is Construction and as you may be aware, all construction is temporary. Some maintenance jobs may be considered steady, but they are rare. If you are accepted into the program, your name will be placed on the “Out-of-Work List”. As an employer’s need for manpower changes, you will be dispatched by the Union to that employer until such time the job is complete. You will then be transferred by the employer to another project, or if a reduction of force is made then you must contact the Union Hall to be placed back on the Out-of-Work List.

Periods of temporary unemployment are not uncommon in construction. Many factors affect our work; weather, the economy, politics, your attitude and productivity, etc. **One of the**

advantages of being a Union Member other than a defined retirement plan, health insurance for your family, pride and self respect, is the possibility of work outside of our boundaries.

When work is slow in this area, it may be booming in other locations.

QUALIFICATIONS

- Must be at least 18 years of age
- Have a High School Diploma or GED
- Have physical capability of performing the work
- Must have dependable transportation
 - Be free to travel, reside, and work in the designated areas of Eastern Washington, Northern Idaho and all of Montana

HOW TO APPLY

Send your request for an application to:

Gary Murbach
1324 N. Cleveland Street
Kennewick, WA 99336-1445
(509) 783-2374

In your request, *you must provide you name, mailing address and phone number.*

An application will be mailed to you. When you legibly complete the *entire* application, you need to mail the application, a copy of picture identification, and a copy of a High School Diploma or GED to the above-noted address.

Once a year, Local 82 opens its Apprenticeship Books to applicants. At that time, all individuals that have returned a completed application (*plus attachments*) will receive a letter informing them of an interview date/time. All interviews will be held at the Local 82 Asbestos Workers office located at: E. 102 Boone Avenue, Spokane, WA.

***APPLICANTS MUST HAVE A DESIRE TO BECOME A HIGHLY SKILLED
UNION CRAFTSPERSON***

WE ARE AN EQUAL OPPORTUNITY EMPLOYER: Selection will be made totally upon qualifications without regard to sex, race, religion or national origin. ***Females and minorities are encouraged to apply.***

Selection of qualified applicants shall be in descending order of numerical ranking. Ranking is based on a score of 60 or better on the Apprenticeship Committee Evaluation. When openings for Apprenticeship become available, a notice will be sent to each qualified applicant as they appear on the numerical eligibility list.



Inland Empire Electrical JATC

Local #73 * 3210 E. Ferry, Spokane, WA 99202 *
(509) 534-0922 * www.73jatc.org

Apprentice Training

The first part of the participation in the program, the apprentice is on probation. At the end of the probation period, the apprentice's record is carefully reviewed with his or her employer, the journeyman with whom they have been working on the job, and their instructor. In addition, the apprentice's records are periodically reviewed to determine if he or she has attended, and is progressing satisfactorily in their classroom work. Also reviewed is their on-the-job training for their willingness to accept instruction, initiative in learning the trade, and abilities to satisfactorily perform the work.

Each month, the apprentice turns into the Training office, a record of the number of hours that he or she has worked on different work progresses. The committee reviews this cumulative record from time to time to see what additional type of training the apprentice needs to get all round training. If the apprentice is not getting adequate training in the shop where he or she is employed, he or she may be transferred to a different shop.

Although the pay is good when the apprentice enters the program, the electrical apprenticeship program should not be considered just a job, it should rather be considered as comparable to a professional education. The school is becoming increasingly complex and demanding, and those who are not excellent students will find additional homework necessary. However, those who are patient and remain on the list, and are selected and complete the program, will find the trade of electrician a rewarding one, interesting, honorable, and with a bright future.

Washington State The recruitment, selection, employment and training of apprentices during their apprenticeship shall be without discrimination because of race, color, religion, national origin or sex. The sponsor shall take affirmative action to provide equal opportunity in apprenticeship and will operate the apprenticeship program as required by the rules of the Apprenticeship and Training Council and Title 29, Part 30 of the CODES OF FEDERAL LABOR STANDARDS.

MINIMUM QUALIFICATIONS FOR PROGRAMS:

- High school graduate (GED is acceptable with a minimum of 250 points)
- Must have completed one (1) year of High school algebra or post high school with a passing grade of a C for Inside Wireman Program, for Residential & Low Energy Sound/Communication must have one year with passing grade. (Must be algebra, pre-algebra will not satisfy requirement)
- Must be at least 18 years of age
- Pass aptitude Test with a satisfactory score of 5
- Must be physically able to perform specific job functions
- Be a 1 year resident of geographic area covered by standards (Eastern-Washington –Northern Idaho) prior to making application

INSIDE WIREMAN PROGRAM: is a 5 year program, 8,000 hours of on-the-job training; students go to school 210 hours per year. The first 1600 hours of participation in the program the apprentice is on probation. The program consists of the following:

- **Residential** – wiring of residences, duplexes and small apartment buildings and necessary shop work and preparation,
- **Commercial** – wiring of public, commercial, school and hospital buildings: the installation and repair of all equipment therein; and necessary shop work, **Industrial**- Wiring of all industrial buildings and equipment;

the maintenance, repair and alteration of the same; and the necessary shop work and preparation, **Specialized systems** – wiring of systems which include fire alarm, energy management, programmable controllers, and nurse call systems.

LOW ENERGY SOUND/COMMUNICATION: is a 3 year program, 4800 hours of on-the-job training; students go to school 165 hours per year. The first 960 hours of participation in the program the apprentice is on probation. The program consists of the following: Specialized systems in residential and commercial sound data transmission, telephone, and fiber optics.

RESIDENTIAL: is a 3 year program, 4,000 hours of on-the-job training; students go to school 165 hours per year. The first 800 hours of participation in the program the apprentice is on probation. The program consists of the following: Wiring of outlets in single, multi-family residences and apartment buildings, wiring for service connection meters & distribution, major appliance installation and service, remodeling residential buildings, installation and service on TV and FM antenna systems, intercom systems, music systems, electric heat and air conditioning controls.

Applicants who have met the minimum requirements and achieve a qualifying score on the aptitude test are called before the J.A.T.C. and interviewed at some length to determine their interest and possible ability to succeed in the apprenticeship program. Interviews are held quarterly or as needed for the Inside Wireman Program, however applicants are only allowed to interview once every calendar year. Unless disqualified for some reason, those who are interviewed are given a composite score or rating, and are placed on the eligibility list. Attitude, initiative and interest in the program, as well as previous job experience will be taken in to consideration. The amounts of algebra, geometry, and trigonometry and other high school courses such as shop, mechanical drawing, and science courses are given consideration. *Experience in the electrical field is not a requirement.*

Once the applicant is interviewed, their adjusted score will be entered in ink into our applicant record book where it will remain for a period of two years, unless they are indentured during that period of time, or removed from the list for **Cause**. **For Cause** removal of an applicant from the eligible list may be for, **1)** Refusal of an offer to be indentured, **2)** Inability to contact an applicant by phone or mail based on applicant provided information.

The apprentices selected will be required to attend related training classes, conducted by instructors who are experienced electrical journeyman. Apprentices are required to buy a number of books and to pay their own tuition fees. The schooling includes a wide variety of instruction in mathematics, electrical formulas, codes, and other material related to electrical and construction training.

When an electrical contractor has an opening for an apprentice, he notifies the Training Office whom thereupon notifies the individual on the eligibility list with the highest score. The individual may at this time be required, to submit evidence of being physically able to perform specific job functions, and will be required to undergo drug screening. If the individual with the highest score is no longer available at the time they are called, the next highest applicant is called. The applicant will then be assigned to an employer to start on-the-job training.

During the on the job training, the apprentice will work on various jobs under the direction of journeyman electricians learning all phases of the electrical trade. Some apprentices may remain employed for the entire apprenticeship by one electrical contractor, but most will work for several contractors during the course of their training period to get more diversified training or because the contractor for whom they previously worked did not have sufficient work to continue employment. Under all circumstances, the assigned to on-the-job training is the responsibility of the J.A.T.C. Committee and not of the apprentices.

All requirements must be submitted within 60 days. When all requirements have been met, applicants will be scheduled for and must complete the electrical trade's aptitude test.

Outside Line Apprenticeship

The Line Construction Industry

Journeyman linemen build and maintain electrical power systems. They do all the work from the point of generation (power plants) all the way to the customer's meter. The lines may be on overhead structures (up to 500' plus) or in underground vaults and trenches in rural and metropolitan areas. Linemen also do work on traffic signals and street lights. The work is physically demanding, on all kinds of terrain and weather conditions from freezing blizzard conditions to temperatures over 100 degrees. Climbing electrical towers and poles during all seasons and weather is required to get the job done. At times power lines fail or become inoperable due to bad weather and storms, this is when the outside electrical industry performs critical duties.

Apprenticeship in a Nutshell

Apprenticeship is a training strategy that combines both supervised, structured on-the-job training with related theoretical instruction. Apprenticeship Programs are sponsored by employers or labor/management groups that have the ability to hire and train in a work particular environment. Apprenticeship prepares people for skilled employment, with the content of the training defined and dictated by the needs of a particular industry.

The program generally takes about four years to complete, and will require extensive travel. The program consists of a minimum of 7000 hours of on-the-job training and 3 years of related instructional classes, generally held on Saturdays. Apprentices are assigned to a full time job and earn wages while learning the trade. There is no compensation for the related instructional classes. Current trends and changes in the industry fueled by de-regulation provide optimism for steady growth and reliable employment opportunities in the future, especially in the construction branch of the trade.

Travel Requirements

As an apprentice of the NW Line JATC, you will work under a four local agreement. This agreement with the IBEW Locals 77, 125, 483 and 659, covers all of Oregon, Washington, Northern Idaho and Northern California. As an apprentice, you will be required to travel the entire geographic area for on the job training.

Wages & Benefits

Apprenticeship is an "EARN while you LEARN" program. The 7,000 hour program is broken into seven steps, based on training, both on the job and classroom. Upon completion of the hours for each step, and related classroom instruction, your wages are increased as well.

The current wage for Journeyman Linemen in the Northwest is \$43.73 per hour, plus benefits. Apprentices make a percentage of that wage, based on the hours accumulated for each step.

1st Step 1000 hrs - 60% of Journeyman Wage
2nd Step 2000 hrs - 63% of Journeyman Wage
3rd Step 3000 hrs - 67% of Journeyman Wage
4th Step 4000 hrs - 72% of Journeyman Wage

5th Step 5000 hrs - 78% of Journeyman Wage
6th Step 6000 hrs - 86% of Journeyman Wage
7th Step 7000 hrs - 90% of Journeyman Wage

"...Providing the first step to a higher level of skill, responsibility and income in the Outside Electrical Industry."

The Vocational Outside Line Training Academy has grown from the success of the outside line industry's principal training organization in the Pacific NW.

The NW Line JATC was formed in 1957. It provides comprehensive training for experienced line workers who are advancing toward their outside electrical construction industry Journeyman status.

In addition to full medical, dental and vision for the apprentice's immediate family, you will be covered by a defined pension plan as well as an annuity plan – all covered by your employer!

Applications and Interviews

Your first step to becoming a NW Line Apprentice is to turn in a completed application with all required documentation. You can now download your application from www.nwlinejatc.com, complete and mail with the \$25.00 fee and all required documentation.

Interviews for the Outside Electrical Lineman Apprenticeship are held three (3) times a year, respectively in March, June and September. Each interview date will have its' own deadline. To qualify for an interview each applicant must have a complete application in our office by the appointed deadline.

Minimum Requirements & Documentation

1. An Application for Apprenticeship - completed, signed & dated
2. Official High School Transcripts - with graduation date (Official Transcripts = sealed envelope from your school) *OR* Official GED Certificate
3. Proof of one (1) year of High School Algebra or one (1) term of college Algebra with a passing cumulative grade of "C" or equivalent
(If your algebra course was entitled "Integrated Math", "Math 90" or the like, your school must include a letter written on letterhead that states the course you took was the equivalent to algebra.)
4. Proof of age indicating you are 18 or older. Driver's license (recommended), official Birth Certificates or passports are acceptable



Items strongly recommended (not required) to include in your application:

Documentation of past outside electrical work experience (if applicable)
Commercial Drivers License (Class A)
Current First Aid/CPR card
Current Flagging/ Traffic Control certification
Industry related certifications - ie Crane Operator, Heavy Equipment, etc.

Address for mailing applications:

NW Line Construction Apprenticeship

9817 NE 54th Street, Suite 101, Vancouver, WA 98662

360-816-7101 (FAX) nwline@nwlinejatc.com

If you are unable to download the application materials, you may request one by sending name, address and phone number by mail, fax or email.

After we receive your completed application

Once you have been notified we have received your completed application, you will receive an invitation to attend our pre-interview orientation. You must attend an orientation prior to being scheduled to interview. Our orientation is designed to answer all of your questions about the interview process and the apprenticeship program. This is your opportunity to confirm that the outside lineman apprenticeship is right for you.

Interviews for the Outside Apprenticeship Program

Interviews are conducted by our Interview Committees, and each interview lasts approximately 10 to 15 minutes. You will have the opportunity to impress upon our Committee why you are a good candidate for the apprenticeship. Each candidate is scored on various criteria by each interviewer. Upon completion of the interviews, all interview scores are averaged, and the candidate receives an overall average score. Once all applicants' scores are compiled, a ranked list is created.

Each candidate will receive a letter shortly after their interview stating their rank on our list. This list determines the order in which candidates are offered apprenticeship positions.

Your entry into the Apprenticeship Program

Applicants are offered apprenticeship positions based on industry need. NW Line Contractors contact the NW Line JATC when an apprentice is needed on a crew. If all current apprentices are working, the apprenticeship then calls the first person on the ranked applicant list and offers them an apprenticeship position. Each year offers a unique situation and the number of applicants offered apprenticeships varies.



Introduction

Do you enjoy the outdoors? The Power Line Clearance and Tree Trimming Apprenticeship Program is committed to providing the area with the most comprehensive technical training and instruction available in the power line clearance industry.

Whether you begin by investing in VOLTA, our 10-week Vocational Outside Line Training Academy, or you apply and qualify our Power Line Clearance and Tree Trimming Apprenticeship Program, the JATC can equip you with skills and knowledge you need to succeed in this exciting and rewarding career as a Power Line Clearance Tree Trimmer.

Power Line clearance tree trimming is maintenance of power line rights of ways intended to prevent interruption of utility electrical service to their customers. A line clearance tree trimmer engages in a variety of tree maintenance operations which include tree pruning, tree removal, and brush cleaning. Much of this work is done in the vicinity of high voltage, energized power lines. Individual working in this trade must remain alert, and aware of the extreme hazards associated with such work, at all times.

Trimmers use both powered and hand tools and also the use of bucket trucks and heavy equipment is common. Ropes and rigging are also tools of the trades. Power line clearance Tree Trimmer commonly work for contractor whom provide maintenance services for utility companies. Power Line Clearance Tree Trimmers work almost exclusively outdoors, and very often in inclement weather. Their work includes clean up operations during and after storms and other natural disasters. They must be willing to travel between cities in the Northwest.

The work of a tree trimmer includes climbing and heavy lifting. It is quite strenuous and is usually performed at heights (20' to 100'). Power Line clearance Tree Trimmers must display physical agility and coordination. They should be stable, dependable, cooperative, physically active, and have a well controlled temperament. Interests in outdoor activities and a mechanical aptitude are conducive to this occupation.

Wages & Benefits

Apprenticeship is an "EARN while you LEARN" program. The 4,000 hour program is broken into four steps, based on training, both on the job and classroom, which advance your progression to completion. Upon completion of the hours for each step, your wages are increased as well.

In addition to full medical, dental and vision for the apprentice's immediate family, you will be covered by a defined pension plan as well as an annuity plan – all covered by your employer!

"...Providing the first step to a higher level of skill, responsibility and income in the Outside Electrical Industry."

The Vocational Outside Line Training Academy has grown from the success of the outside line industry's principal training organization in the Pacific NW.

The NW Line JATC was formed in 1957. It provides comprehensive training for experienced line workers who are advancing toward their outside electrical construction industry Journeyman status.

The current average wage for a Northwest Journeyman Trimmer is \$25.77 per hour.

1st Step	=	75%	of Journeyman Wage
2nd Step	=	80 %	of Journeyman Wage
3rd Step	=	85%	of Journeyman Wage
4th Step	=	90%	of Journeyman Wage

Application Process

Your first step to becoming a Power Line Clearance Tree Trimming Apprentice is to turn in a completed application with all required documentation. Applications are accepted year round, and are now available for download from our website at www.nwpowerlinetreetrimmer.org. Applications must be mailed to our Vancouver office.

Address for mailing an application:



Power Line Clearance and Tree Trimming Apprenticeship

9817 NE 54th Street, Suite 101

Vancouver, WA 98662

360-816-7101 (FAX)

nwline@nwlinejafc.com

If you are unable to download the application materials, you may request one by sending name, address and phone number by mail, fax or email.

Required Documentation:

A completed application consists of the following:

- 1) Application for Apprenticeship – completed, signed and dated
- 2) Proof of age – driver's license recommended

Items strongly recommended (not required) to include in your application:

- Documentation of past work experience
- Commercial Drivers License(CDL) or CDL permit
- Current First Aid/CPR card
- Current Flagging/Traffic Control certification
- Industry related certifications – ie: Crane Operator, Heavy Equipment, etc.

After we receive your completed application:

Once we have received a complete application, you will receive a confirmation letter. Once complete, applications will be scored based on documentation submitted and placed in the next rank list.

Rank list for the Power Line Clearance & Tree Trimming Program:

Applicants will be placed in the order of the rank (or point number) on the list of eligibles according to their score. The pool of eligibles, or rank list, will be re-ranked once a month, or more frequently if necessary.

Your entry into the Apprenticeship Program:

Applicants are offered apprenticeship positions based on industry need. Power Line Clearance Training Agents (or contractors) call the JATC when an apprentice is needed on a crew. If all current apprentices are working, the apprenticeship then calls the first person on the ranked applicant list and offers them an apprenticeship position. Each year offers a unique situation and the number of applicants offered apprenticeships.



Areas of Dispatch:

Based on your selection, you may choose to work in SW Washington, NW Washington, Eastern Washington, Northern Oregon or Southern Oregon.



Northwest Laborers- Employers Training Trust Fund Apprenticeship Program

* 3921 E. Francis Avenue, Spokane 99217*
(509) 467-5239 * (800) 554-4457

What is a Union?

The union is a group of people that have come together for the benefit of all. As a union member you are expected to be a highly productive team worker that takes pride in your work. Pride, skill, and quality is the Laborers union creed. When employers use union laborers they know they are employing the best qualified work force.

Benefits

Union Laborers enjoy a comprehensive wage and benefits package. The wages are almost always considered higher than what is being offered to non-union workers doing the same work in the area. An excellent health and dental plan is a top quality program designed for individual members and their families. A negotiated retirement-pension program is also part of the benefit package you receive as a union laborer. The Laborers pension programs are second to none. Many laborers are retiring with an income that equals what they made while working. For those who work hard it is a rewarding career.

Purpose of the Apprenticeship Program

The purpose of the apprenticeship program is to develop a qualified, versatile and safe work force. A skilled work force creates profit for the worker and the contractor. Owners of projects expect contractors to produce a quality project at a competitive price. Contractors must have skilled, safe workers to be competitive. Apprenticeship will give you a combination of on the job experience and off the job training to help you become a valued construction team member and a qualified union laborer.

The Construction Craft Laborer Apprenticeship Program consists of 4,000 hours of on the job experience *and* a minimum of 320 hours off the job related training *before being promoted to Journey person*. Wages begin between 60% and 80% of Journey person scale *and* will increase by 10% each 1,000 hours of work completed if all of the program requirements are met. ***Training for apprentices registered with a Local union hall is free including free room and board while attending courses at our various site locations.***

Training

Depending on the availability of work and on local training schedules, it can take an individual from 2 to 4 years to complete the apprenticeship. A core curriculum consisting of basic construction skills such as blueprint reading, the correct use of tools and equipment, and knowledge of safety and health procedures comprises the first 200 hours. The remainder of the curriculum consists of specialized skills training in three of the largest segments of the construction industry: building construction, heavy/highway construction, and environmental remediation (cleaning up debris, landscaping, and restoring the environment to its original state). *Apprentices must complete a minimum 144 hours of classroom work each year.*

What will my first class be like?

The pre-construction training course is a highly structured 40 hour course. This course is designed to teach basic tools and material recognition, traffic control and a group of common tasks that laborers perform on construction projects. You will be expected to perform these tasks correctly and timely by the end of the week.

This initial course is a physically demanding experience. In fact the whole Construction Craft Laborer field is a physically demanding job. This initial course will introduce you to some of the basics. You will continue on with further training after successfully completing this initial course.

JOBS OF A CONSTRUCTION CRAFT LABORER

Construction laborers need good manual dexterity, hand-eye coordination, and balance. They also need the ability to read and comprehend all warning signs and labels on a construction site and reading skills sufficient to understand and interpret plans, drawings, and written instructions and specifications. They should be capable of working as a member of a team and have basic problem-solving and math skills. Employers want workers who are hard-working, reliable, and diligent about being on time. Additionally, construction laborers who wish to work in environmental remediation must pass a physical test that measures the ability to wear protective equipment such as respirators. Computer skills also are important as construction becomes increasingly mechanized and computerized.

Construction laborers clean and prepare construction sites to eliminate possible hazards, dig trenches, mix and place concrete, and set braces to support the sides of excavations. They load, unload, identify, and distribute building materials to the appropriate location according to project plans and specifications on building

APPLYING FOR THE PROGRAM

The selection process for new apprentices is based on past education and work history. Part of the selection process is a one-week pre-construction training course. During this week your ability to physically do the work will be evaluated. This course is used to teach basic skills, safety procedures, tool and material recognition, and traffic control.

To apply you must be 18 years of age, have at least a 10th grade education and have a valid driver's license. *You must also take and pass a drug test.*

Applications are accepted throughout the year. Interviews are held on a regular schedule at various locations. At the time of interview, applicants are expected to have proof of all items required on the application. Apprentices are taken into the program on a year-round basis depending on the need for new people in the various areas.

You may contact Laborers' Local #238, Spokane, WA at (509) 328-6660.

construction projects. They also tend machines; for example, they may mix concrete using a portable mixer or tend a machine that pumps concrete, grout, cement, sand, plaster, or stucco through a spray gun for application to ceilings and walls. Construction laborers often help other craft workers, including carpenters, plasterers, operating engineers, and masons.

At heavy and highway construction sites, construction laborers clear and prepare highway work zones and rights of way; install traffic barricades, cones, and markers; and control traffic passing near, in, and around work zones. They also install sewer, water, and storm drain pipes, and place concrete and asphalt on roads.

At hazardous waste removal sites, construction laborers prepare the site and safely remove asbestos, lead, radioactive waste, and other hazardous materials. They operate, read, and maintain air monitoring and other sampling devices in confined and/or hazardous environments. They also safely sample, identify, handle, pack, and transport hazardous and/or radioactive materials and clean and decontaminate equipment,

buildings, and enclosed structures. Other highly specialized tasks include operating laser guidance equipment to place pipes, operating air, electric, and pneumatic drills, and transporting and setting explosives for tunnel, shaft, and road construction.

Construction laborers operate a variety of equipment including pavement breakers, jackhammers, earth tampers, concrete, mortar, and plaster mixers, electric and hydraulic boring machines, torches, small mechanical hoists, laser beam equipment, and surveying and measuring equipment. They may use computers and other high-tech input devices to control robotic pipe cutters and cleaners. To perform their jobs effectively, construction laborers must be familiar with the duties of other craft workers and with the materials, tools, and machinery they use. Construction laborers often work as part of a team with other skilled craft workers, jointly carrying out assigned construction tasks. At other times, construction laborers may work alone, reading and interpreting instructions, plans, and specifications with little or no supervision.



N.E. Washington – N. Idaho SHEET METAL JATC



Local #55 * 7209 E. Trent Avenue, Spokane, WA 99212 *
(509) 928-5009

The Northeastern Washington - Northern Idaho Sheet Metal Apprenticeship Program is dedicated to developing and delivering the training to educate the members of the Sheet Metal Workers Local #55 and the Inland Empire Contractors Association. Our goal is to provide the Sheet Metal Construction Industry with the most highly trained and skilled workforce possible.

GENERAL INFORMATION FOR PROSPECTIVE APPLICANTS

A joint committee consisting of both labor and management supervises the training of apprentices for the Sheet Metal construction industry. This training is coordinated through the office of the North Eastern Washington-Northern Idaho Sheet Metal Training Trust and is a five year program requiring 9,000 hours of on-the-job training.

The minimum requirements for apprentice applicants are:

- High school graduate or G.E.D.
- At least 18 years of age
- Evidence of being physically fit

Each applicant is required to:

- Fill out an application form
- Submit a copy of high school transcript
- If the applicant claims credit for any college, military or technical school training, he/she must submit documents certifying such training
- Submit a copy of birth certificate
- Take a Basic Aptitude test. (Minimum correct answers for math 17 and for reading 27)

Applicants who have met the requirements are called before the Joint Apprenticeship Committee and interviewed to further determine their interest and possible ability to succeed in this training program. Unless disqualified for some reason, those who are interviewed are given a composite score or rating and are placed on the applicant ready list in order of their scores. You may periodically check with the trust office to determine your placement position as applicants become apprentices. Applicants will remain on the list for two (2) years. After two (2) years you will be required to reapply. If an applicant fails to respond to an apprentice job opportunity mailed to applicant's last known address by certified mail, return receipt requested, the applicant's name will be removed from the list. It is the applicant's responsibility to keep the sponsor informed of the applicant's current mailing address. A sponsor, upon

receiving a written request from a former applicant whose name was removed from an eligibility list, may restore the applicant's name to the list.

During the school year, the apprentices will be required to attend scheduled classes as directed by the apprenticeship committee. The committee may require that the applicant or apprentice attend further classes, possible during the day to meet the basic entry level requirements of the apprenticeship program.

Apprentices are dispatched to signatory contractors from the applicant ready list as they are called for. Efforts are made to give at least one week notice to the applicant before dispatch to allow for an orderly notice to his or her current employer. Please note that in some cases this may not be possible. Before the applicant is dispatched he or she will be required to take a pre-employment Alcohol, Drug and Chemical Abuse screening test. Refusal by the applicant to submit to urinalysis screening will result in immediate disqualification from the program. A confirmed positive screening will result in immediate disqualification. Upon a disqualification, the applicant will not be allowed to reapply for one year.

The Training Trust makes every effort to secure steady work for the apprentices. However, you must realize that the construction industry is sometimes seasonal and that depending on the economy and certain other factors, it is possible that you will be unemployed at times. You may work for one contractor during your apprenticeship training or you may work for several contractors, depending on the work situation.

***Your apprenticeship training should be considered as comparable
to a professional education...
not just a job.***

***It will be a long hard grind to finish the five years of training, meet your
obligations at work and at home,
and still give what it takes to get the job done.***

***But, for those who complete the task –
the monetary rewards and pride of accomplishment
are well worth the effort!***



Teamsters/AGC Training Center

Construction Training for Teamsters in Washington & Idaho

Local #690 * 2410 East St. Helens Street, Pasco, WA 99301 *
(509) 545-8297 * www.teamsterstraining.org

Construction Teamsters work in the road building industry. This includes both dirt and work for new roads and rebuilding of existing roads combined with paving operations. Persons wishing to become a Construction Teamster Apprentice are encouraged to apply to our program.

Our training programs include:

- Apprenticeship Training
- 40-Hour Hazardous Waste Worker Training
- 8-Hour Hazardous Waste Refresher Training
- OSHA-10 Safety Training
- Load Securement
- Forklift and Boom Truck Training
- Mixer Truck Training
- CDL Preparation

Apprenticeship Program

The Washington Construction Teamsters Apprenticeship Program is a 3000 hour on the job training program covering a variety of Teamster Construction Equipment, including dump trucks, truck and pup, belly dumps and boom trucks. During your apprenticeship you will work on construction sites - learning your trade from qualified journey person teamsters. In addition, you will attend supplemental related training of at least 144 hours per year.

Prior to beginning your on-the-job training, you must attend six weeks of initial training at the Training Center to learn the basics of the trade and prepare you to pass the required tests to obtain a Commercial Driver's License. *You are not paid for the six weeks of initial training.*

Construction employment is somewhat different than most industries. A contractor hires only enough construction hands to complete a project. Upon job completion, and layoff, the apprentice must sign the out-of-work list at the union hall.

The wages and fringe benefits for journey person teamsters are negotiated with the employers. Apprentice wages are based on a percentage of the current journey person wage rate. A beginning apprentice's wage rate is 70% of a journey person's hourly wage. An apprentice's wage increases in 10% increments as he/she advances through the program

Nature of the Construction Teamster Truck Driver Trade

- **Work Outdoors**
 - Weather exposure (heat, rain, cold, etc.)
- **Travel**
 - Road construction occurs all over your state.
 - *many times in remote areas (road construction projects, etc.)*
 - May be away from home for long stretches.

- **Seasonal Work**
 - Approximately March through November, depending on the weather.
 - Often long hours during the season.

Apprenticeship Training & Curriculum

Classroom – Two Weeks

- Construction Terminology
- CDL Driving Criteria
 - *Turns*
 - *Curves*
 - *Exiting*
 - *General Driving Skills*
 - *Stopping, Starting, Driving Up and Down on a Grade*
 - *Intersections*
 - *Lane Change*
 - *Merging*
 - *Railroad Crossing*
 - *Warning/Information Signs*
 - *Load Securing (proper positioning and tie down of various loads)*
 - *Air Brakes*
 - *Pre-Trip Inspection*

Hands-On Training /Trucks – Four Weeks

- Dump Truck, Truck & Pup, Belly Dump, Flat-Bed Trailer, Loader
 - *Backing Techniques*
 - *Shifting Techniques*
 - *Road Driving*
 - *Off Highway Driving*
 - *Pre-trip Inspection*
 - *Coupling/Uncoupling*

On The Job – **3000 Hours minimum**

Minimum Program Qualifications

- **Age:** At least 21 years of age
- **Education:** Can read and speak the English language sufficiently to converse with the general public, to understand highway traffic signs and signals in the English language, to respond to inquiries and to make entries on reports and records. (Federal Motor Carrier Safety Regulations 391.11(b)).
- **Physical:** DOT Physical and physical qualifications stated in Subpart E of the Federal Motor Carrier Safety Regulations 391.41
- **Testing:** None
- **Other:** Valid driver's license (DMV Report) with ability to obtain CDL

Application Process

To request an application and learn more about our program you can:

- Visit our website www.teamsterstraining.org
- Contact our office at (888) 600-8297 between the hours of 8:00 a.m. – 2:00 p.m.



Boilermakers, Ship Builders, Blacksmiths, Forgers & Helpers JAC

Local #242 * 6404 N. Pittsburg, Spokane, WA 99217 *
(509) 489-1891 * boilermakerslocal242.org

Nature of the Work

- *Boilermakers and boilermaker mechanics* make, install, and repair boilers, closed vats, and other large vessels or containers that hold liquids and gases. Boilers heat water or other fluids under extreme pressure for use in generating electric power and to provide heat and power to buildings, factories, and ships.
- Chemicals, oil, beer, and hundreds of other products are processed and stored in the tanks and vats made by the Nation's boilermakers.

Significant Points

- Boilermakers use potentially dangerous equipment and the work is physically demanding.
- Most Boilermakers learn through a formal apprenticeship; people with a welding certification or other welding training get priority in selection to apprenticeship programs.
- Excellent employment opportunities are expected.

IS BOILERMAKING THE CAREER FOR YOU...

**You need to ask yourself a few questions.
You also need to consider some facts carefully.**

QUESTIONS

Am I willing to do demanding and strenuous physical work?

- Am I not afraid of working at heights of 200 to 1000 feet above the ground?
- Am I willing to travel and live away from home for periods of time?
- Am I willing to work in all types of adverse conditions?
- Am I willing to make a commitment to four years of on-the-job training?
- Am I willing to complete the self-study lessons and the on-the-job modules?
- Am I willing to be unemployed from time-to-time, based on employment conditions?
- Am I dedicated to perform a job to the best of my ability and in compliance with employer standards?
- Am I willing to attend classroom instruction when available in addition to my regular work hours?

FACTS

- Work performed by boilermakers requires high technical skill and a dedication to top performance.
- Field construction work is by nature an outside job which means exposure to all types of weather conditions, including extreme heat and cold.

- Boilers, dams, power generation plants, storage tanks and pressure vessels are usually of mammoth size; therefore, a major portion of boilermaker work is performed at great heights.
- Field construction work is contract work; so, when the contract is completed, your job is ended. You may have to travel the territory of the local lodge and live away from home for long periods of time.
- The size of the materials, tools, and equipment handled by boilermakers requires excellent physical strength and stamina.
- To become a journeyman boilermaker you must complete a minimum of 6,000-hour apprenticeship program of on-the-job training. This four years also includes self study lessons, on-the-job modules, and classroom instruction.



MINIMUM QUALIFICATIONS:

- Be at least eighteen (18) years of age
- Must have graduated from high school or equivalency (GED)
 - **NOTE:** Applicants must provide photocopies of Birth Certificate and High School Diploma or GED when making application (Official Transcript of diploma will be required prior to indenturement).

OTHER INFORMATION:

- Must be physically capable of performing trade work.
- Complete a 6,000- hour comprehensive training program.
- Attend 144 hrs of classroom instruction per year on personal time.
- Drug/alcohol test forty-eight (48) hours after signing apprenticeship agreement and on an annual, random, reasonable suspicion, job-to-job, and/or cause basis thereafter.
- Legal right to live and work in the United States.
- Abide by State and Area Apprenticeship Standards and Rules and any amendments or revisions thereto.

WELDING QUALIFICATIONS:

Applicants that have welding experience or training will have priority selection over those with no welding certification or training. Applicants must provide copies of proof of welding certification and/or training (after high school years) when making application. Duplicated copies of the original documents must be sub-mitted as the area apprenticeship committee will keep them.



Applications will be issued on the **first business Wednesday of each month** from 1:00pm and 5:00pm at the following location for Eastern Washington and Northern Idaho:

Boilermakers Local #242

6404 N. Pittsburg, Spokane, WA 99217

Office (509)489-1891 * Fax (509)484-5731 * boilermakerslocal242.org

*You may also fax or e-mail a request for application.
Please include the date, your full name, address, phone # and state
that you are requesting an application for apprenticeship.*



International Union of Elevator Constructors JAC



Local #19 * 2264 15th Avenue West, Seattle, WA 98119 *
(206) 282-4885

Mission Statement

The National Elevator Industry Education Program (NEIEP) is a joint labor-management educational trust fund serving the International Union of Elevator Constructors (IUEC) and the employers who employ its members. Some of NEIEP's main responsibilities are to manage and direct the implementation of curricula; design, administer and monitor probationary training and evaluation programs for all new hires entering the trade; administer a home study program for eligible students; and for instructors – conduct initial through advanced level seminars to improve teaching skills and techniques. The overall mission of NEIEP is to improve the knowledge and skills of apprentices and mechanics not only for their benefit, but also for the benefit of their employer and the industry.

Nature of the Work

Apprentices are responsible for assisting in the installation, maintenance, and repair of passenger and freight elevators, escalators, dumbwaiters, and moving sidewalks under the direction of a Mechanic.

Term of Apprenticeship

The minimum term of apprenticeship must not be less than 1,700 hours in 12 months of work experienced and 144 hours of class room instruction per year. The term of apprenticeship shall consist of (4) years with a minimum on-the-job training (OJT) attainment of 6,800 hours.

Apprenticeship Minimum Qualifications

- Age: All applicants shall be at least (18) years of age.
- Education: Applicants shall be high school graduates or provide proof of equivalent educational attainment such as successful completion of the General Education Development (GED) tests. Each applicant shall submit, with the completed application, a high school transcript or high school diploma, or an official report of GED test results.
- Physical: Must be physically fit to perform the duties of the trade.
- Testing: All applicants shall pass an examination designed to test the applicants reading and math skills and aptitude for employment in the elevator industry.
- Other: None

Application Process

Every person requesting an application shall be recorded on the applicant log and shall be furnished an application package which will include: 1) Apprenticeship Application, and 2) Information relating to work in the trade as an apprentice.

Individuals receiving applicant packages shall return the complete information, including copies of the applicant's proof of age, high school diploma or high school transcripts or G.E.D. in no more than fifteen (15) days. Any individual who fails to return the information within fifteen (15) days shall be noted on the applicant log as being ineligible for consideration at this time.

Any individual who meets the eligibility requirements and who returns a completed package within fifteen (15) days of its receipt shall be considered an applicant and eligible for testing and interview.

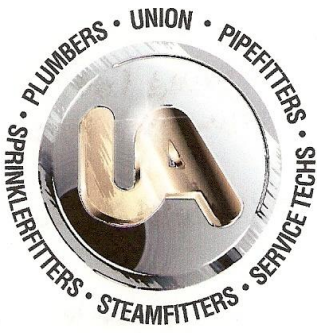
Wage Scale

** Fringe Benefits are not paid to apprentices in their probationary period.*

Probationary Period

<i>Probationary Apprentice</i>	<i>(6 – 9 Months)</i>	<i>50% of Mechanic's (Journey) Rate*</i>
First-Year Apprentice	Probationary Hours – 1,700 Hrs	55% “ “ plus Fringe Benefits
Second-Year Apprentice	(1,700 – 3,400) Hours	65% “ “ plus Fringe Benefits
Third-Year Apprentice	(3,400 – 5,100) Hours	70% “ “ plus Fringe Benefits
Fourth-Year Apprentice	(5,100 – 6,800) Hours	80% “ “ plus Fringe Benefits

All apprentices are subject to an initial probationary period, stated in hours and months of employment for which they receive full credit toward completion of apprenticeship. Advance credit/standing will not reduce the initial probationary period. The probationary period shall be a period totaling six (6) months within the aggregated period of not more than nine (9) months of the job training (employment as an apprentice). Each probationary apprentice evaluated as satisfactory after a review of the probationary records shall be given full credit for the probationary period and continued in the program.



Inland Empire Plumbing and Piping Industry Apprenticeship

Local #44 * 3915 E. Main Avenue, Spokane, Washington 99202 *
(509) 624-5258 - ext #5

Construction Worker Shortage Predicted!

The construction industry is losing skilled workers in record numbers because of retirement and other job market competition. Employers will be looking for the best-trained workers and will compensate them well.

We are an “Equal Opportunity Affirmative Action” Employer

Apprenticeship Program – What is it?

The apprenticeship-training program trains young men and women in the plumbing, steamfitting, pipefitting, refrigeration, and HVAC work processes. After completing the classroom and on-the-job training our trained apprentices become journeymen and have more than a job, they have a well-paying career.

Applications

Interested applicants can pick up detailed information and an application each Monday through Friday between 8:00 -5:00 (*closed from 12:00 to 1:00*) at 3915 E. Main, Spokane, WA.

Classes

To insure that Employers of the plumbing and pipefitting industry have highly skilled workers, we provide a variety of classes necessary for today's new construction and service industries.

Today's Journeymen Must Have High Skills and Today's Technology

Math, Basic Science, Plumbing Theory, Plumbing Code, Backflow Prevention, Service, Boilers, Steam, Hot Water Steamfitting Theory, Rigging, Job Safety, 1st Aid, Welding, Soldering, Brazing, Gas Piping, Medical Gas, Blue Print Interpretation, Mechanical Drawing, Refrigeration Controls, Air Conditioning, Job Take Off, Estimating, Leadership.

Apprenticeship – Best Kept Secret?

For hundreds of years, skilled workers have been trained by apprenticeship systems. Today's skilled worker is trained by combining related supplemental instruction and on-the-job training with an employer working in the plumbing and piping industry.

Our training is extensive and equivalent of a 4-year college degree. Nowhere else will a worker get more than 1,000 hours of classroom training and 10,000 of on-the-job training.

“Training Today for Tomorrow's Future” – “We Do It Right the First Time”

That is our motto because training craftsmen in the plumbing and piping industry is our number one priority. Without good apprenticeship training, employers struggle to find and keep well-trained journeymen. That's why successful contractors in the plumbing and piping industry work together with the Apprenticeship Committee to advance their industry through apprentice and journeymen training.

Idaho Department of Labor IdahoWorks Career Centers

Idaho's Connection to Idaho Jobs

The Career Center is the primary point of access to a full range of labor market and education services. Services of more than 17 programs have been brought together in the Center to meet the needs of workers, students and businesses.

Each Career Center offers a variety of self-service options, a comprehensive resource center and highly trained staff knowledgeable about the many programs and services available.

For those seeking employment or education, the Career Center provides one-stop access to national, state and local job listings, career guidance, specialized workshops designed to help individuals seeking employment or changing careers, access to education and training services and resources in the community that can assist in achieving employment goals.

Businesses can obtain qualified workers, gain vital labor market information for making good business decisions, and learn about options for increasing the skills of current workers.

***This Directory is made possible thru a grant from the
Governor's Workforce Investment Board.***

Log onto our website for additional information and locations:

<http://labor.idaho.gov/dnn/wia/StateCouncil/CareerCenters/tabid/2042/Default.aspx>

Idaho Department of Labor

IdahoWorks Career Center Locations

Northern Idaho

Coeur d' Alene

600 N. Thornton Street, Post Falls, ID 83854
cdamail@labor.idaho.gov * (208) 757-8789

North Central Idaho

Lewiston

1158 Idaho Street, Lewiston, ID 83501
lewistonmail@labor.idaho.gov * (208) 799-5000

Southwest Idaho

Boise

219 W. Main Street, Boise, ID 83735
boisemail@labor.idaho.gov * (208) 332-3575

South Central Idaho

Magic Valley

420 Falls Avenue, Twin Falls, ID 83301
magicvalleymail@labor.idaho.gov * (208) 735-2500

Southeast Idaho

Pocatello

430 North 5th Avenue, P.O. Box 4087, Pocatello, ID 83205
pocatellomail@labor.idaho.gov * (208) 236-6710

East Central Idaho

Idaho Falls

1515 E. Lincoln Road, Idaho Falls, ID 83401
Idahofallsmail@labor.idaho.gov * (208) 557-2500

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*Equal Opportunity Employer/Program
Auxiliary Aids and Services Available Upon Request to Individuals With Disabilities
TDD/TTY through Idaho Relay Service 1-800-337-3529*